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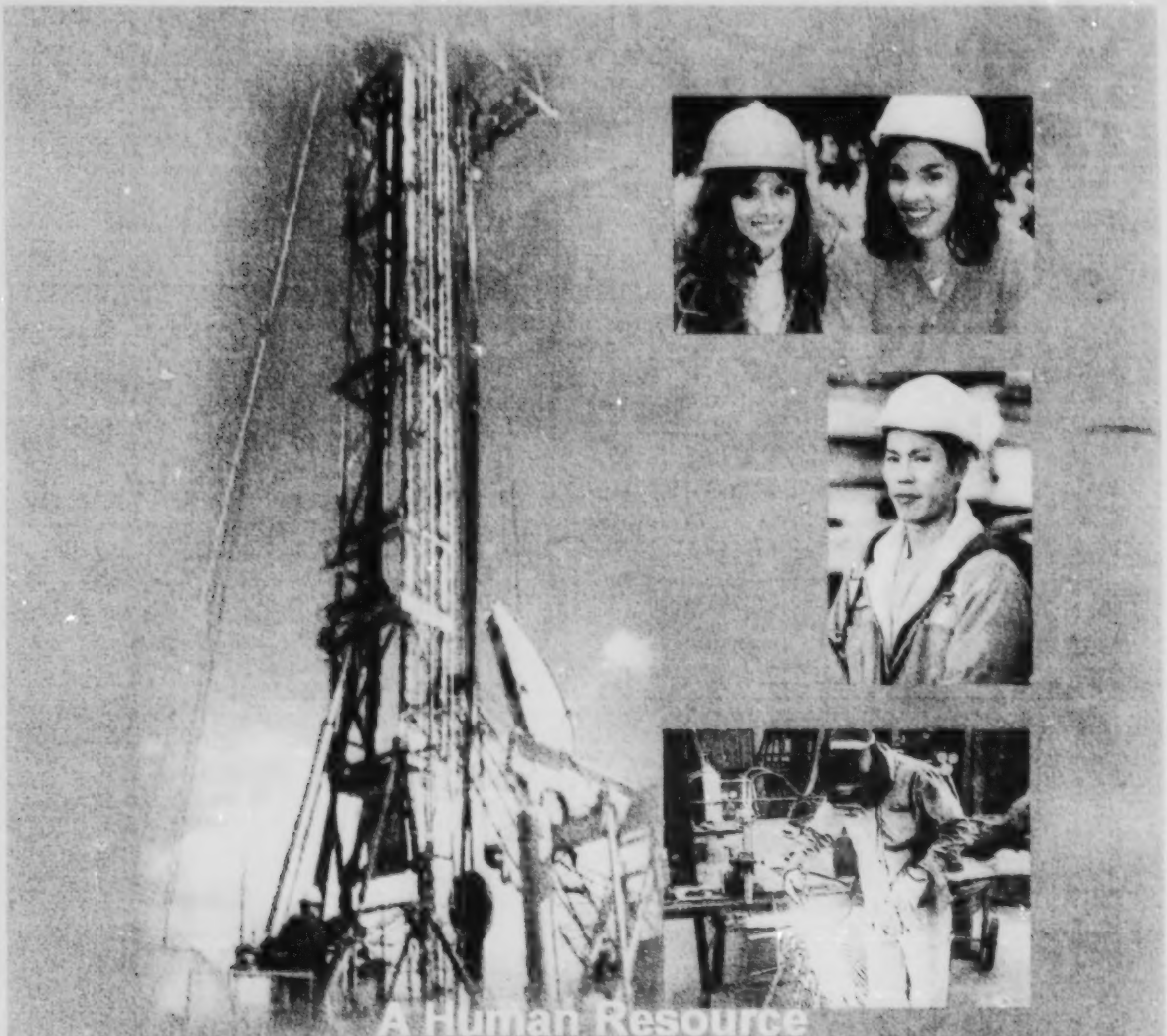

A Human Resource Development Proposal Related to Non-Renewable Resources in the NWT

Preamble

The NWT has an unprecedented opportunity before it today – an opportunity to become Canada's first "have " territory. The NWT and Canada are poised to benefit from a renewed interest in the development of NWT minerals and oil and gas resources in the near future. Interest in commercializing natural gas reserves in the NWT has resulted in significant new discoveries of world class deposits of natural gas in the past year and current levels of exploration are expected to result in several more discoveries over the next few years.

This, combined with the ongoing exploration and production of oil reserves and the recent development of two new diamond mines, positions the NWT for a bright economic future. This bright future includes the downstream benefits arising from the manufacturing of diamonds in the NWT, the potential for enhanced jewellery based arts and crafts development and the growth of support services to industry such as catering, expediting, transportation, and the hospitality industry.

NWT mineral and petroleum wealth has attracted interest in the past, but today a unique combination of market forces and political support provide the opportunity for the NWT to move towards economic self reliance, while contributing to the wealth of Canada.

We also have the opportunity to lead the way in promoting responsible resource development – development that respects and preserves the social, cultural and environmental values of northerners and all Canadians.

But the opportunity will not last forever.

To reap future benefits, the NWT is committed to ensuring that northerners fully participate in the jobs and careers that are associated with resource development. This document is a proposal designed to provide a coordinated and effective approach to human resource development associated with non-renewable resources.

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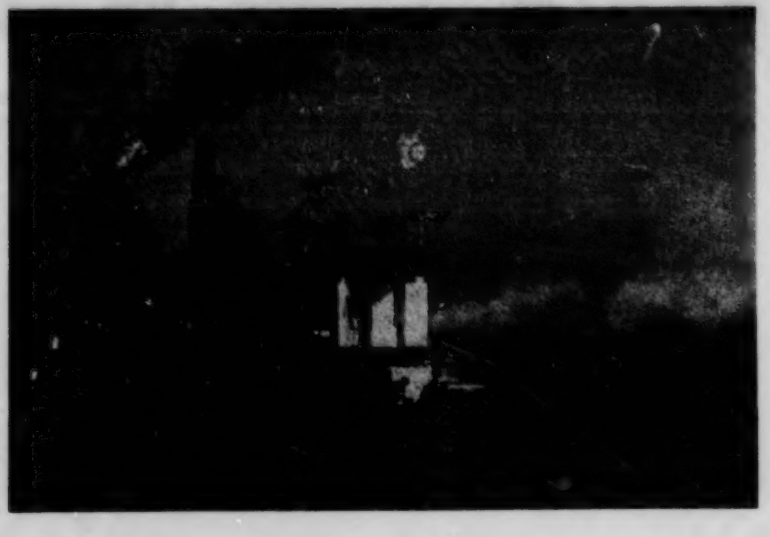
Section 1 – Introduction

The purpose of this document is to describe a proposal that will enable maximum participation of Northerners in the non-renewable resources sector of the labour market. The target audience for this proposal is potential stakeholders and funding partners. These include the Government of the NWT, the Government of Canada, industry, NWT communities, NWT Development Corporations and Aboriginal Groups.

1.1 Proposal at a Glance

The proposal identifies a four-year schedule of activities to promote human resource planning, career development, short-term industry specific training, basic education and longer term career training, evaluation, and financial supports. The funding required to carry out these initiatives would total $12,680,000 over the period 2000/01-2004/05.



Initiatives	2000/01	2001/02	2002/03	2003/04	TOTAL
1. PLANNING					
HRD Planning	$200,000	$200,000	$200,000	$100,000	$700,000
HR Assistance	$100,000	$100,000	$100,000	$100,000	$400,000
Small Business Building Capacity	$50,000	$50,000	$50,000	$50,000	$200,000
Mobile Workforce	$100,000	$100,000	$100,000	$100,000	$400,000
Total	$450,000	$450,000	$450,000	$350,000	$1,700,000
2. CAREER DEVELOPMENT					
Promotional Activities	$25,000	$25,000	$25,000	$25,000	$100,000
Stay-in-school Campaign	$10,000	$10,000	$10,000	$10,000	$40,000
Career Technology Studies	$10,000	$10,000	$10,000	$10,000	$40,000
Labour Market Information	$75,000	$75,000	$75,000	$75,000	$300,000
Career Development	$300,000	$300,000	$300,000	$300,000	$1,200,000
Total	$420,000	$420,000	$420,000	$420,000	$1,680,000
3. INDUSTRY SPECIFIC TRAINING					
Short term, entry level training	$800,000	$800,000	$800,000	$800,000	$3,200,000
Mining Training	$300,000	$300,000	$300,000	$300,000	$1,200,000
Apprenticeship	$500,000	$500,000	$500,000	$500,000	$2,000,000
Total	$1,600,000	$1,600,000	$1,600,000	$1,600,000	$6,400,000
4. CAREER ORIENTED TRAINING					
Longer term College Programs	$500,000	$500,000	$500,000	$500,000	$2,000,000
Total	$500,000	$500,000	$500,000	$500,000	$2,000,000
5. EVALUATION & SUPPORT					
Monitoring	$25,000	$25,000	$25,000	$25,000	$100,000
Student Financial Assistance	$200,000	$200,000	$200,000	$200,000	$800,000
Total	$225,000	$225,000	$225,000	$225,000	$900,000
Program Totals	$3,195,000	$3,195,000	$3,195,000	$3,095,000	$12,680,000

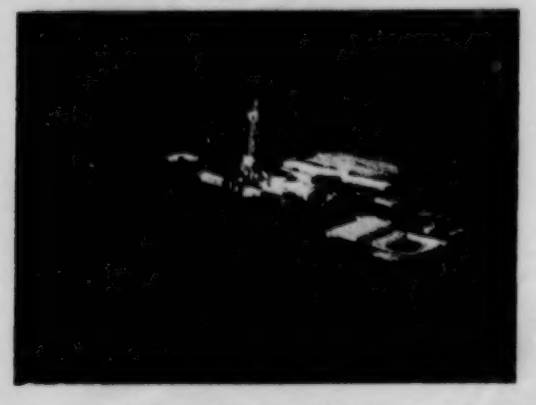
1.2 Rationale

The rationale for this proposal is straightforward. In short, it is the goal of the GNWT and its partners that Northerners participate to the greatest extent possible in employment opportunities directly and indirectly associated with non-renewable resources in the NWT. In order to maximize the opportunities for Northerners, it is recognized that specific and targeted training must be made available to individuals requiring skills to take advantage of new labour market opportunities. It is also recognized that the proposal must be flexible enough to react to "just-in-time" training opportunities. This proposal is intended to augment existing programs, and describe new initiatives and opportunities for Northerners.

The Goals of this proposal are:

- To prepare northerners for careers in the non-renewable resources sector;
- To facilitate career development and human resource planning in the sector;
- To increase support training and developmental opportunities in the sector;
- To encourage youth to finish high school and take advantage of available jobs;
- To monitor, assess and manage the human resource development initiatives related to this sector within the NWT.

The Principles of the Strategy are:

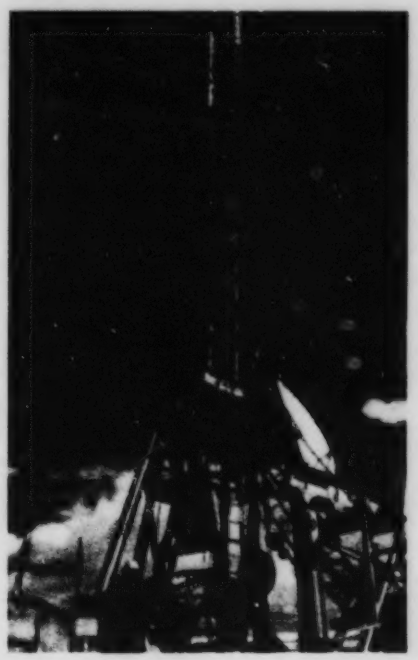


- Education and training will provide opportunities for all northerners.
- Government, organizations, communities and agencies must collaborate and coordinate their efforts in order to prepare northerners for employment.
- Partnerships between industry and communities improve efficiency, build capacity, and demonstrate a commitment by both industry and communities to develop a northern workforce.
- Education and training must build on the strengths and competencies of residents and institutions.
- Education and training to provide qualified labour must be seen as an ongoing part of a long-term labour force development.
- Education and training programs must be accredited wherever possible.
- Training must meet occupational and/or industry standards.
- Programs must provide opportunities to build transferable and portable skills.
- There should be equal opportunities for men and women in all education and training initiatives.
- Education and training initiatives should be community-based, wherever and whenever this is possible.

1.3 Background

The NWT and Canada are poised to benefit from increasing development of NWT non-renewable resources in the near future. The prospects for increasing development of NWT mineral and petroleum products are bright, and royalties and corporate taxes are already experiencing significant growth based on current levels of activity.

The NWT has a vast mineral potential, consistently ranked by mining companies surveyed by the Fraser Institute as one of the highest in Canada. The North American market for natural gas has experienced a surge in demand, increasing by 17% since 1990. Canadian exports to the U.S. have increased by 300% since 1985, and natural gas markets are expected to grow by another 40% over the next decade. Initial indications are that the North American demand for Canadian diamonds is high, and increasing international concern over the politics of diamonds mined in southern Africa are likely to increase this demand.



The Northwest Territories has experienced high levels of mineral exploration over the past decade, and is currently experiencing the highest levels of interest in the exploration and development of petroleum resources in many years. The world markets for commodities found in the NWT are the strongest that have been seen in several years.

For the past seven years there has been significant interest in exploration for and production of diamonds. Over this period of time mining companies have invested millions of dollars in exploration and a further $1.5 billion in constructing production facilities. At this point there is one major diamond mine in production, one under construction and at least two more at the pre feasibility stage. It is expected that investment in exploration and development will continue actively for the next several years. An important spinoff of mining is the development of diamond manufacturing, with two plants currently in production and a third facility nearly ready to enter production.

Perhaps the strongest market at this point however, is the demand for natural gas. With consumption rates growing rapidly – the U.S. demand for natural gas is expected to reach 30tcf/yr by 2006 – and with conventional sources of supply declining, the long term prospect is for a continued increase in the exploration and commercialization of frontier reserves. Already interest in exploration and development of natural gas reserves has increased. Over the past two years, exploration has resulted in 4 significant discoveries of natural gas in the Fort Liard area. Investment in exploration and infrastructure in this region has surpassed $100 million per year. Projections are for sustained levels of exploration in this part of the NWT for the next few years. In addition, producers are showing an interest in exploring for resources again in the Mackenzie Delta. Recent rights issuances in that part of the NWT have resulted in strong interest and work commitments on current parcels of land are expected to exceed $200m over the next four years. Further land issuances in the Mackenzie Delta, the Gwich'in Region and the Sahtu are expected to increase exploration activity in these regions.

The four companies that hold gas reserves in the Mackenzie Delta have recently announced a feasibility study to look at the levels of support for a main transmission line from the Mackenzie Delta to markets in the south. Depending on the results of this study natural gas from the Delta could be on the market within 6-8 years.

Exploration for these resources is complemented by the ongoing interest in base metals and crude oil. Excess capacity in the Norman Wells to Zama pipeline combined with current oil prices has led to increased oil exploration activity in the Sahtu region.

Current resource potential and the potential benefits period are summarized in the Table below.

				(Billions of Dollars)	
Commodity	**Projected *Reserve***	***Gross Revenue***	***Royalties***	***Federal Taxes***	***NWT Taxes***
Existing Projects					
Natural gas	1 Tcf	$2.70	$0.60	$0.50	$0.20
Oil	0.107 Billion bbls	$3.40	$0.80	$0.30	$0.10
Diamonds	173.2 million carats	$23.90	$1.60	$3.00	$1.40
Gold	0.65 million oz.	$0.30	$0.00		
New Projects					
Natural gas	8.2 Tcf	$14.30	$2.00	$2.40	$1.10
Diamonds	41.9 million carats	$6.00	$0.50	$0.90	$0.40
Possible Projects					
Natural gas	70.8 Tcf	$184.10	$20.00	$24.00	$11.00
Oil	1.65 billion barrels	$39.40	$9.50	$7.60	$3.70
Totals		***$274.10***	***$35.00***	***$38.70***	***$17.9 ****

**** prior to formula financing grant offset – net revenue approximately $4 billion***

Note: *For a more detailed breakdown, as well as the assumptions used, refer to Appendix B.*

Finally, the political climate is right for a new wave of resource development in the NWT. Twenty-five years ago Justice Thomas Berger recommended that a Mackenzie Valley natural gas pipeline be postponed for ten years, to allow time for land claims to be settled and for new programs and institutions to be established that would ensure Aboriginal people would benefit from the development. To a great extent, the concerns identified in Justice Berger's report as the basis for delay have been addressed: there has been substantive progress towards settlement of land claims and negotiation of self-government agreements, regional and local control of programs has been increased substantially, and Aboriginal development corporations are positioned to benefit from new opportunities.

There is a new consensus emerging in the NWT that non-renewable resource development can be positive when all parties have a role to play in managing the pace of development, and an opportunity to share in the benefits.

Recognizing these changes, DIAND Minister Nault has stated his commitment to fast-track the devolution of control over resource management to the NWT. And most recently, Aboriginal leaders from throughout the NWT met and formally agreed in principle "to build a business partnership to maximize ownership and benefits of a Mackenzie Valley pipeline".

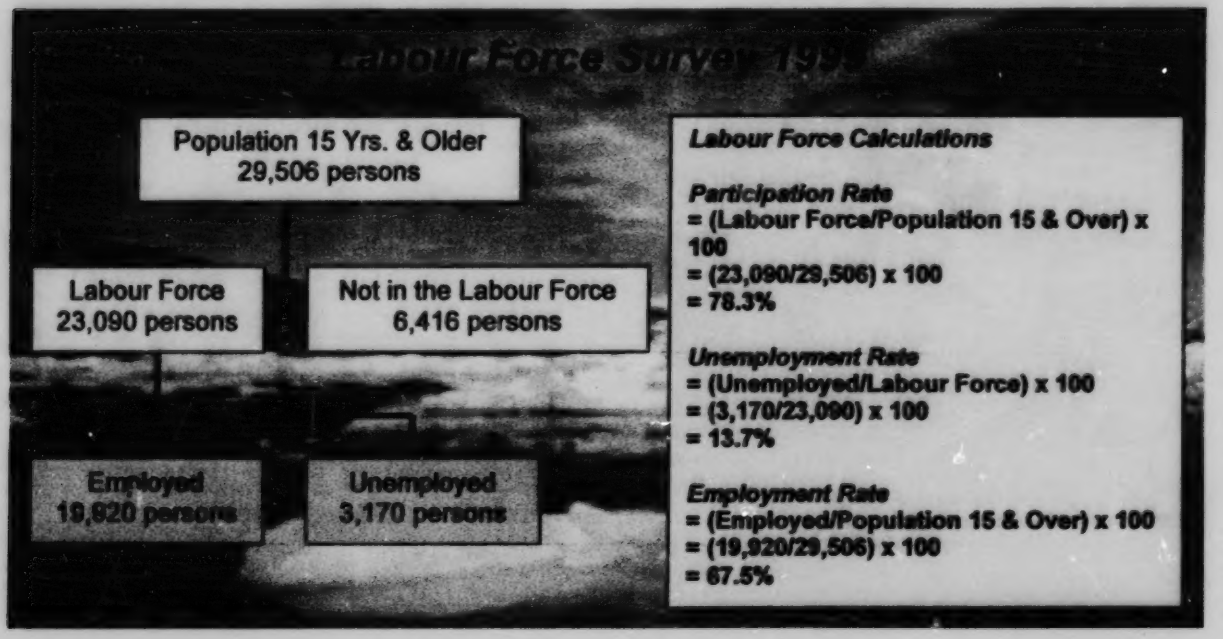
The potential benefits for Canada and the NWT are huge. With a land mass of 1.2 million square kilometres, the NWT is endowed with world class resource potential. Royalties alone will be in the billions of dollars over the next 15-20 years. On top of this, Canada is likely to realize huge corporate tax revenue increases. In addition, provincial

economies will benefit as business and industry players throughout Canada take advantage of the increased activity in the north.

The GNWT's tax revenues will also increase significantly. However, Canada will receive most of the fiscal benefits. Under the formula financing grant arrangement with Canada, approximately 80% of the revenue increases from economic growth are offset by lower transfer payments to the GNWT.

1.4 NWT Labour Force

The Northwest Territories has an unemployment rate of 13.7%. See Appendices A to F for information on each region.



The overall employment impacts of non-renewable resource development in the Northwest Territories are tied, in part, to which of the potential resource development projects proceed.

In considering the potential employment impacts the following projects were considered.

- Fort Liard natural gas
- Mackenzie Delta natural gas
- Mackenzie Valley pipeline

- Diavik diamond mine
- Winspear diamond mine

Current Operations

- Norman Wells oil
- Ekati Diamond mine
- Giant & Con gold mine

Currently operating projects listed above and other potential development projects not considered in the employment impacts are as follows (although some or all of these projects could also proceed in the medium term):

- Cameron Hills gas
- Norman Wells gas
- Further development of Fort Liard gas
- Oil developments in the Beaufort, Sahtu and Cameron Hills
- Fourth diamond mine

Estimated Total and Annual Average
Direct Employment for Construction & Operations
Northwest Territories

	Total	Annual
Construction	1,511	-
On-Going Operations	-	837

Project timing could influence average annual construction employment and when operational jobs begin. For the employment information presented here, the construction phase of each of the projects is assumed to take place before 2010. Under the current assumptions, employment in peak years could be as high as 2,500 jobs.

As more detailed information becomes available on each project, these employment estimates can be revised.

The estimated direct employment impacts presented above reflect full time equivalent employment (full-year/full-time). Given the seasonal and compressed nature of some construction activities, the total number of individuals required for these projects may be significantly larger (for example, some persons may only be employed for the winter drilling season). Considering seasonal employment, an average of some 2,500 individuals could be employed per year during the construction phase, with peak employment involving as many as 4,000 persons.

For direct employment estimates, construction includes all development activity and these jobs would presumably end when the projects go into production. Employment related to on-going operations would commence when the project goes into production. The estimated 837 jobs for operations should be in place by 2010, although some projects may begin production as early as 2003. On-going operations employment should last for approximately 20 years.

Employment impacts of this development will not be limited to direct employment. This direct employment will result in further indirect and induced employment impacts.

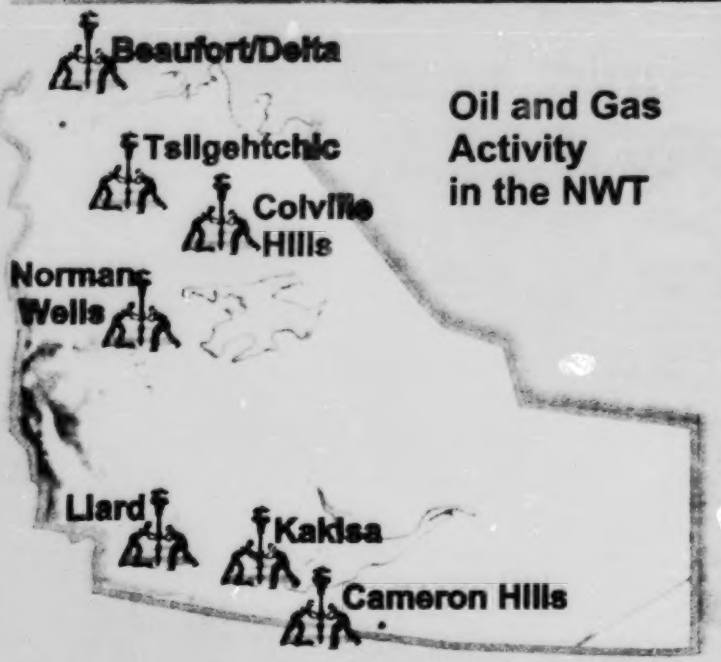
When looking at the estimated overall employment impacts of non-renewable resource development, consideration also needs to be given to how much of the employment will be able to be filled by NWT residents. Issues related to labour supply and skill requirements, means that not all jobs will be filled by territorial residents. However, increased training opportunities and project timing can influence the proportion of jobs filled by the northern workforce.

Estimated Annual Average Employment for Construction & Operations Northwest Territories			
	Direct Emp	*Indirect & Induced Emp*	*Total Emp*
Construction	1,511	385	1,895
On-Going Operations	837	177	1,014

Estimates of indirect and induced employment effects are based on the NWT Input-Output Model and use the most current information released by Statistics Canada for the structure of the NWT economy.

The following maps encompasses the non-renewable resources regions in the NWT and list industry jobs

Jobs in the Oil and Gas Industry



SEMI-PROFESSIONAL JOBS

Warehouse Manager
Camp Manager
Safety Officer
Environmental Monitor
Plant Foreman
Drilling Foreman

OFFICE WORKERS

Office Clerk
Accounts Clerk
Secretary
Purchasing Agent
Materials Clerk

TECHNICAL JOBS

Seismic Recording Technician
Survey Technician
Petroleum Technician
Mechanical Technician
Geophysical Technician
Geological Technician

PROFESSIONAL JOBS

Geologist
Petroleum Engineer
Research Analyst
Land Surveyor
Accountant
Nurse

ENTRY LEVEL JOBS

Labourer/Roustabout
Cook's Helper
Slasher
Seismic Driller's Helper
Electrician's Helper
Field Assistant
Janitor
Mechanic's Helper
Survey Helper
Equipment Operator
Swamper
Hot Shot

SKILLED JOBS

Derrick Hand
Power Tong Operator
Motor Hand
Blaster
Seismic Driller
Gauger
Tank Farm Operator
Gas Utility Operator
Compressor Operator
Control Room Operator

APPRENTICESHIP TRADES

Cook
Mechanic
Welder
Electrician
Plumber
Carpenter
Pipefitter

Jobs in the Mining Industry

ENTRY LEVEL JOBS
Labourer
Janitor/Dryman
Blast Helper
Driller's Assistant
Equipment Operator
Geophysical Asst.
Mechanic's Helper
Electrician's Helper
Surveyor's Helper

APPRENTICESHIP TRADES
Carpenter
Cook
Electrician
Mechanic
Machinist
Plumber
Steamfitter/Pipefitter
Welder
Millwright
Crusher Operator
Sampler
Grinding Operator
Flotation Operator
Reagent Operator
Dewatering Operator
Cook's Helper
Warehouse Person

SEMI-PROFESSIONAL
Mill Maintenance Foreman
Electrical Foreman
Mine Foreman
Mill Foreman
Safety Officer
Warehouse Supervisor

OFFICE WORKERS
Mine Clerk
Accounts Clerk
Secretary

PROFESSIONAL
Geologist
Mechanical Engineer
Mining Engineer
Accountant
Nurse
Manager of Training
Human Resources Manager
Materials Manager
General Manager

SKILLED JOBS
Driller
Blast Hole Driller
Blaster

Section 2 – Key Issues and Challenges

As with any project, there are issues and challenges that need to be overcome in order to achieve success. This section attempts to outline some of the key challenges related to maximizing employment for Northerners in the non-renewable resources sector. Outlined below are the key challenges facing the NWT related to human resource development.

2.1 Low Educational Levels

Although the overall levels of educational achievement in the NWT are improving, many segments of our population have education levels significantly lower than the national average. These low educational levels contribute to higher unemployment among northern residents in many communities, resulting in reliance of many NWT residents on income support programs.

Low education levels can be addressed by:

- Creating workplace literacy programs;
- Enhancing Basic Skill Development offerings and services in and around communities impacted by non-renewable resources development;
- Developing and enhancing school based initiatives such as the Stay-in-School Campaign/Student Success Centres and Career and Technology Studies modules in the oil and gas and mineral sectors;
- Promoting occupational trades and apprenticeship programs in the communities;
- Distributing labour market information to northerners and creating workplace literacy programs and;
- Communicating labour market information to northerners.

2.2 Regional Disparities

The NWT does not enjoy the same service levels as other regions of Canada. Transportation and communications infrastructure are struggling to keep pace with standards enjoyed by other Canadians. Our residents must travel farther to access specialized health care and advanced education opportunities. At the same time, we share the same demographic and technological pressures that every Canadian jurisdiction is facing in its social program delivery. Lack of infrastructure has also been identified as a deterrent to mineral exploration investment and development in the NWT, as indicated in the most recent Fraser Institute Annual Survey of Mining Companies.

Regional disparities can be addressed in part by:

- Establishing human resource plans for each region;
- Anticipating bursts of activity, by location, and providing relevant training on a timely basis;
- Being advised by industry where and when they expect to need trained workers, and what skills and level of certification these workers will require;
- Creating industry specific training initiatives;
- Communicating these potential opportunities to the regional labour force;
- Establishing a commitment by companies to hire Northern employees;
- Establishing career oriented longer term training plans; and
- Ensuring that a worker mobility initiative is in place.

2.3 Boom-and-Bust Economy

Because of the large role that non-renewable resources play in the NWT economy, we have been particularly vulnerable to the "boom-and-bust" cycle. The downturn in Beaufort Sea petroleum exploration and development in the 1980's, and the more recent impact on the Yellowknife economy of lagging gold prices, have highlighted the need to diversify the NWT's economic base.

The boom and bust economy can be addressed by:

- Providing training that will help sustain Northern employment. The skills acquired should, whenever possible, be transferable to other potential employment opportunities;
- Encouraging Northern residents to consider employment opportunities outside of their community once the primary local activity has slowed down. It is expected that employment will be available at camps and communities throughout the Mackenzie Valley at various times over the next several years. Reliable and skilled Northern workers who are willing to relocate to camps in other regions will no doubt be highly sought after by industry; and
- Promoting careers in the oil and gas and mineral sectors through career fairs, high school activities, promotional materials and a worker mobility program.

2.4 Underdeveloped Private Sector

In many cases, the NWT private sector, including aboriginal development corporations, does not yet have the experience or resources to meet the needs that will be created by large-scale infrastructure development projects.

The underdevelopment of the private sector can be addressed by:

- Working with small businesses to develop their human resource development capacity and infrastructure; and
- Promoting the development of sophisticated support services in the NWT.

2.5 Complex and evolving regulatory environment

In spite of the bright potential outlined above, there are several barriers which are a deterrent to resource development. The NWT regulatory environment is generally perceived by developers as cumbersome and unresponsive. Developers face uncertainty surrounding the royalty and tax regime, given that devolution of resource management authority has not occurred, and a resource revenue sharing agreement between the Federal and Northern governments has not been completed. Developers also express concerns about the impact of unsettled land claims on their ability to proceed with exploration. Barriers in gaining access to land for exploration purposes has stalled exploration in many cases. All of these issues will be addressed in more detail below, in the discussion of individual components of the Strategy.

While these issues are complex, the regulatory factors associated with human resource development can be addressed in part by:

- Anticipating bursts of activity, by location, and providing relevant training on a timely basis;
- Being advised by industry where and when they expect to need trained workers, and what skills and level of certification these workers will require; and
- Creating industry specific training initiatives.

Section 3 - Proposed Human Resource Development Plan

The key initiatives include:

- Human Resource Planning
- Career Development Promotional Activities
- Industry Specific Training Initiatives
- Career Oriented Training Initiatives
- Evaluation

3.1 Human Resource Planning

Human resource planning recognizes the need to support regional and community activities. It also recognizes the labour market impacts upon the private sector and the supports needed to assist these small businesses to develop or enhance their infrastructure. The initiatives outlined below include human resource planning, data base resources, transportation, assistance for small businesses and the need for mentorships with industry. Without this coordinated approach, opportunities and efficiencies will be limited.

1. PLANNING	2000/2001	2001/2002	2002/2003	2003/2004
Human Resource	200,000	200,000	200,000	100,000
Mobile Workforce	100,000	100,000	100,000	100,000
Assistance for Small Business	100,000	100,000	100,000	100,000
Building Capacity	50,000	50,000	50,000	50,000
Total	450,000	450,000	450,000	350,000

3.1.1 Human Resource Plans - Given that the potential employees live in communities affected by non-renewable resource development, this initiative is designed to maximize northern benefits and promote jobs for northerners. Funding will be made available for the development of human resource plans.

3.1.2 Human Resource Assistance for Small Business - This initiative would provide short time assistance to small businesses to establish human resource systems and procedures within their organization.

Employment Data Base – A database has been designed to provide a comprehensive listing of skills of existing and potential employees, desiring to secure or enhance employment positions within this sector. The database will be an integral component of the human resource plans. This database is currently being implemented in the Deh Cho. It is expected that this data base prototype will be made available to the Sahtu and the Inuvik regions. In-service training will be required for users of the database.

3.1.3 Building Capacity – Northern governments, communities, regional Aboriginal organizations, businesses and environmental groups could all benefit from building a better understanding of the non-renewable resource sector. Learning about the sector is best accomplished through a combination of presentations, workshops, print, internet sites, and special events. As northerners increase their understanding, together there will be increased opportunities to find ways to cooperate, to maximize northern benefits and to reduce potential negative impacts.

Mentoring and Internships with Industry- Industry has offered to provide opportunities for mentoring and internships within their organizations. Such opportunities will be encouraged and funding can be accessed through the Industry Specific Training Initiatives fund outlined in Section 3.3.

A flexible, mobile workforce – One of the major challenges for northern workers is travel. People in most regions of the NWT have limited options for traveling to work sites that are outside of their home community. Many communities do not have roads or at best have winter road connections for a few months each year. Some of these same communities do not have scheduled air services and must rely on air charters or other arrangements for outside travel. These conditions combined with the high costs for air travel all present significant barriers to employment for northern workers in the resource sector.

Companies, governments and regional development corporations in the north have undertaken various measures to ensure northerners are able to adapt to these circumstances through such interventions as transportation subsidies, flexible rotation cycles, a broader range of pick up points, on the job training programs etc. Broader employment participation in the resource sector will require an increased emphasis on these key interventions.

3.2 Career Development

Career development plays a pivotal role in helping young people and adults prepare for, find, and keep work. The fundamental goal of career development programs and services is to help people become self-directed, self-reliant individuals motivated to make meaningful contributions to their communities.

Career development is an educative process. It focuses on three broad competency areas – personal management, learning and work exploration, and career building – all intended to help people make intentional decisions about their life course. As such, career development encompasses a vast range of activities from self-esteem building, to transition support, to finding or creating work. Given the scope and nature of career development, all northerners could benefit from active support in this area.

In the NWT, career services are offered through a range of agencies such as schools, career centres, and Band offices. The following is a **sampling** of services available to students and adults in the north:

- Career and Technology Studies (high school)
- Career and Program Planning (high school)
- Student Success Centre (Aurora College)
- Self–assessment, labour market information, career and education planning, job search support, training and financial programs (Career Centres)

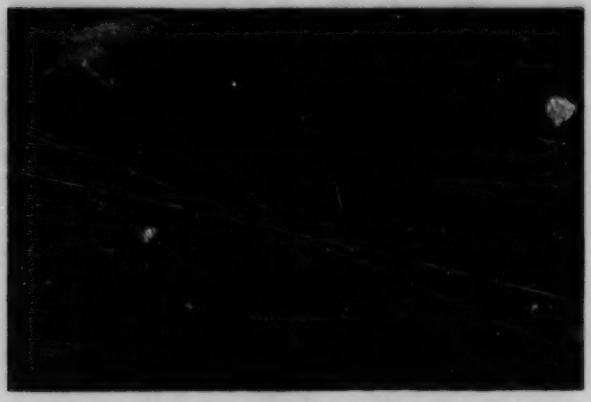
For Northerners to take full advantage of current and projected work in the non-renewable resources sector, a concerted effort is required to increase awareness of opportunities, resources, and services available to ensure people have the requisite skills and education to access or create jobs.

Labour Market Information - Experience in the diamond industry has shown that there are significant benefits in supporting industry and communities by compiling job skills information. The GNWT currently has a labour market analyst position that can provide some of the information required. However, more resources are required to develop a comprehensive database and maximize the opportunities.

Career Development – Career counseling is another area that has proven benefits. Services are currently provided to communities through career centers, however limited human and financial resources restrict access to service for remote communities. There is an identified need for three additional career counseling positions in the regions.

2. CAREER DEVELOPMENT	2000/2001	2001/2002	2002/2003	2003/2004
Promotional Activities	$25,000	$25,000	$25,000	$25,000
Stay-in-school Campaign	$10,000	$10,000	$10,000	$10,000
Career Technology Studies Module	$10,000	$10,000	$10,000	$10,000
Labour Market Information	$ 75,000	$ 75,000	$ 75,000	$ 75,000
Career Development Officers	$300,000	$300,000	$300,000	$300,000
Total	**$420,000**	**$420,000**	**$420,000**	**$420,000**

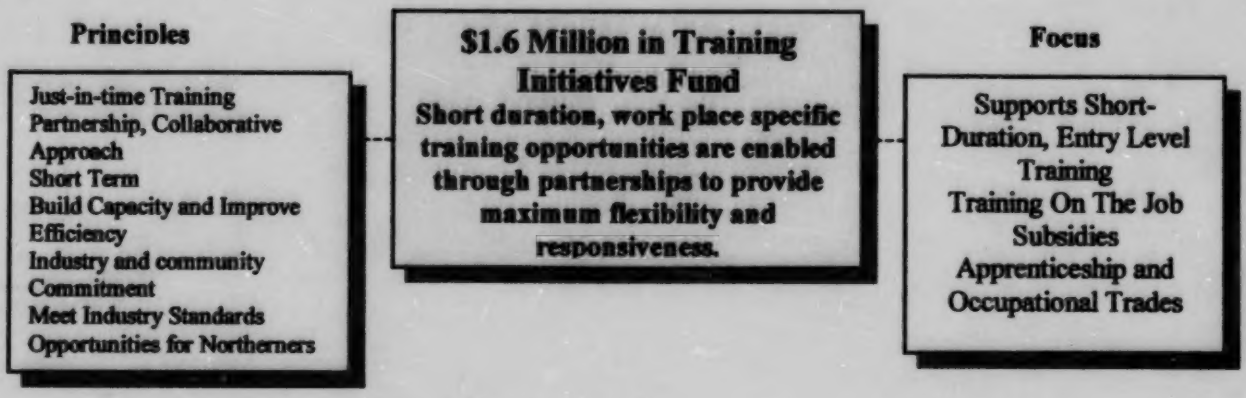
3.3 Industry Specific Training Initiatives



While mineral activities are fairly stable, the volatile and unstable nature of employment in the oil and gas industry has been noted in previous sections of this proposal. The employment "bursts" which typify the exploration and pipeline construction phases of activity make it difficult to identify with any precision what the employment opportunities and training requirements will be at any time. Companies are able to clearly identify the kind and volume of training they need for any project, and training institutions are able to clearly identify training program costs, but there is no sure way to predict the success of exploration work and the associated volume of activity that follows.

The funding requested in this proposal is $1,600,000 annually for entry-level "just in time" and workplace based training courses. Each of the regions would be able to access approximately $300,000 annually for industry specific initiatives. In addition to the apprenticeship and occupational trades program, annual funding would be used for a combination of short term training and training on the job subsidies. This fund would be co-managed by regional training committees. The committees would receive proposals for "just-in-time" training from industry and community partners. The approval process will proceed in a timely manner to ensure that training occurs in time for industry to employ northern workers. The driving principle behind this concept is that industry and the communities are in the best position to jointly determine what immediate, entry-level training is required to maximize local employment.

3. INDUSTRY SPECIFIC TRAINING	2000/2001	2001/2002	2002/2003	2003/2004
Short term, entry level training	$800,000	$800,000	$800,000	$800,000
Mining Training	$300,000	$300,000	$300,000	$300,000
Apprenticeship	$500,000	$500,000	$500,000	$500,000
Total	**$1,600,000**	**$1,600,000**	**$1,600,000**	**$1,600,000**


INDUSTRY SPECIFIC
TRAINING INITIATIVES FUND
Principles
Just-in-time Training
Partnership, Collaborative Approach
Short Term
Build Capacity and Improve Efficiency
Industry and community Commitment
Meet Industry Standards
Opportunities for Northerners
$1.6 Million in Training Initiatives Fund
Short duration, work place specific training opportunities are enabled through partnerships to provide maximum flexibility and responsiveness.
Focus
Supports Short-Duration, Entry Level Training
Training On The Job Subsidies
Apprenticeship and Occupational Trades

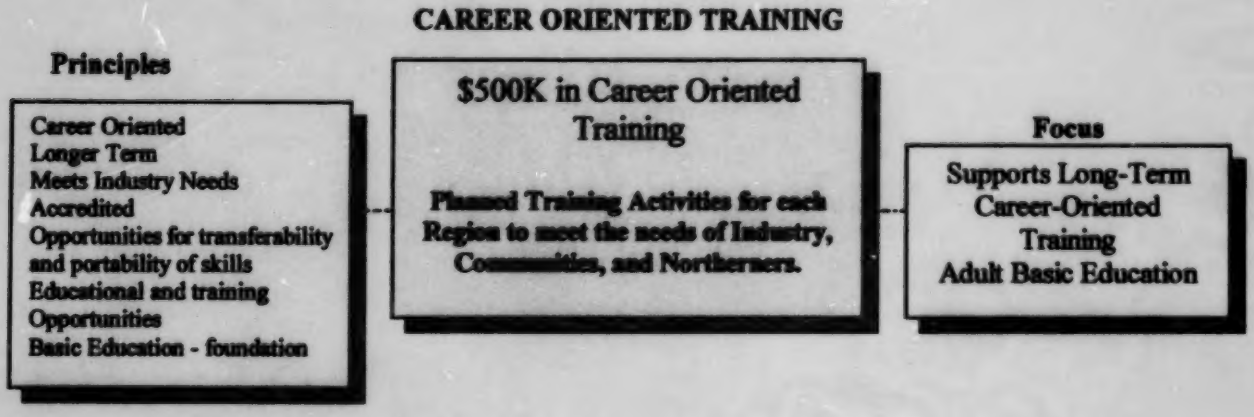
A catalogue of training programs (Appendix "H") has been prepared in an effort to help industry and communities identify some of the potential delivery agents for short-duration, entry-level training programs. This will provide assistance as industry/communities consider proposals. The Appendix contains an extensive list of short-duration training programs which are available by various delivery agents, including Aurora College, NWT Community Mobilization, Petroleum Industry Training Service (PITS), Northern Lights College, and the Northern Alberta Institute of Technology (NAIT). The apprenticeship program is coordinated through the regional offices of the Department of Education, Culture and Employment, GNWT

3.4 Career-Oriented Training Initiatives

This section of the proposal requests $500,000 annually to deliver longer-term, career-oriented training and adult basic education. An annual plan will be developed by Aurora College based on analysis of industry requirements, consultation with industry,

assessment of community needs, labour market analysis, availability of training facilities, and other factors. Much of the supporting documentation for these plans can be found in the appendices to this proposal. Aurora College will deliver the training using its existing facilities at the regional campuses and in locations with community learning centres. In communities without community learning centers, facilities will need to be identified. The College will be required to work closely with regional training committees to identify appropriate training and submit a plan on an annual basis as part of the established programs and services process with the Department of Education, Culture and Employment, GNWT. Adult basic education programming is required to bring adults in the smaller communities in particular to the academic levels required for training and further education.

4. CAREER ORIENTED TRAINING	2000/2001	2001/2002	2002/2003	2003/2004
Longer term College Programs	$500,000	$500,000	$500,000	$500,000
Total	**$500,000**	**$500,000**	**$500,000**	**$500,000**



3.5 Evaluation & Support

The success of the Human Resource Development initiatives will be evaluated primarily on the number and quality of employment opportunities that were created. This will be measured both in the short-term and long-term. For example, feedback will be gathered to identify if northerners gained immediate employment as a result of these interventions. Also, periodic follow-up surveys will be done to determine if they are still employed.

5. EVALUATION & SUPPORT	2000/2001	2001/2002	2002/2003	2003/2004
Monitoring, assessment & follow-up	$ 25,000.00	$ 25,000.00	$ 25,000.00	$ 25,000.00
Student Financial Assistance	$200,000.00	$200,000.00	$200,000.00	$200,000.00
Total	$225,000.00	$225,000.00	$225,000.00	$225,000.00

3.5.1 Monitoring, Assessment and Follow-up

It is clear that in order to realize our economic potential, the NWT must take effective action in the development of a skilled, available workforce that industry can draw upon and promotion efforts to maximize employment of northerners through the provision of labour force data to industry, career counseling and employment services, and targeted training programs.

Developing a skilled workforce and promoting maximum employment of northerners will contribute to:

- over 500 northerners benefiting from training and employment programs annually
- 600 individuals receiving career development assistance
- projected decrease in unemployment rate of up to 50% in high activity areas

- a projected decrease of 30% in Income Support expenditures in impacted communities, based upon experience from recent developments.
- the potential for up to 2,000 jobs being created by non-renewable resource development, facilitating northern employment will have significant payback in the form of reduced income support and employment insurance programs.
- the potential for up to 2,000 jobs being created by non-renewable resource development, with significant payback in the form of reduced income support and employment insurance programs; and
- the availability of a community-based labour force database will provide employers with access to worker availability and workers with the opportunity to be identified as available for work. Ongoing labour market analysis will provide current, reliable information about employment opportunities.

In order to ensure that a thorough evaluation can be done, essential data will have to be gathered from those agencies providing training and employment. A reporting form for this purpose will be created, and will include sections for the following information:

Training	Employment
1. Program Name and Description	1. Type of Employment
2. Objectives of Program	2. Length of Employment
3. Location of Training/Initiative	3. Location
4. Delivery Agent	4. Skill Requirements
5. Start and End Dates	5. Information on recruitment,
6. Information on participation	selection, retention & attrition

The above information will be loaded into a database so that it can be retrieved in a variety of ways. This data will be essential in order to make evaluations and adjustments to the human resource plan.

3.5.3 Student Financial Assistance

The student support required under the Student Financial Assistance (SFA) program is estimated to be approximately $1,000,000 over a five-year period. This estimate is based on the delivery of two longer term career oriented certificate programs each year ($10K/student x 10 students x 2 programs). Basic education programs are not eligible for SFA.

3.6 Implementation Plan

The effectiveness of the implementation will determine the success of the strategy and ultimately the goal to maximize participation of Northerners in the oil and gas and mineral sectors. Critical to the implementation will be the collaboration and cooperation among the potential stakeholders and funding partners. With that in mind, there will be a Human Resource Development Steering Committee formed at a Territorial level and a number of regional training committees will be continued and/or established.

The Human Resource Development Steering Committee for Non-Renewable Resource Development will be responsible for the overall coordination, human resource planning initiatives, career development promotional activities and evaluation of the plan. Membership to the Committee will include Aboriginal, Federal, Territorial and industry representatives.

An annual report will be prepared which incorporates information on all initiatives under the plan. Information from regional committees, industry and Aurora College will be included in this report.

Regional Committees will be responsible for the industry specific training initiatives. Aurora College, in consultation with the regions, will deliver the longer term certificate/diploma training initiatives. Both the Regional Committees and Aurora College will submit annual reports on their respective initiatives to the Human Resource Development Steering Committee.

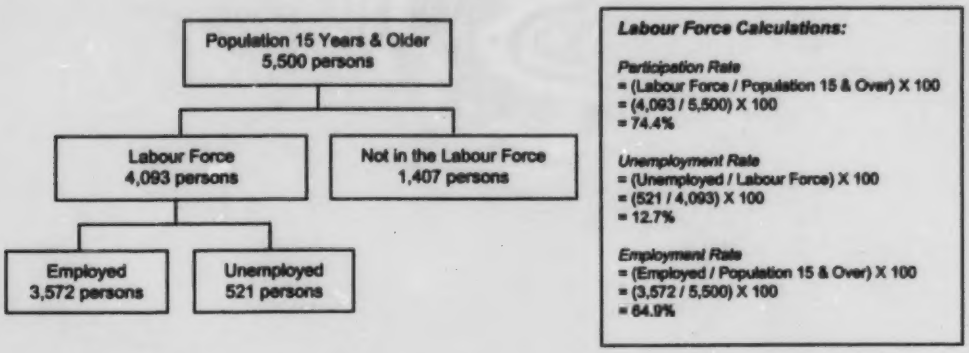
Implementation plans will be adjusted to redirect efforts and resources to areas of greatest need. Over time and dependent upon the fiscal environment, the plan can be expanded to incorporate future developments in the oil and gas and mineral sectors and secondary and support services.

Appendix "A"
The South Slave Region

1.1. Overall Labour Market Conditions

Overall, there are some 5,500 persons 15 years of age and older living in the South Slave Region communities. Some 3,572 persons are employed and an additional 521 persons are unemployed (Table 1). This results in an overall participation rate for the region of 74.4%, with an unemployment rate of 12.7%. The employment to population rate is 64.9%.

Figure 1 Labour Market Conditions
South Slave Region, Winter 1999



Labour market conditions vary significantly within the region. In Fort Resolution, the Hay River Reserve, Kakisa and Lutselk'e the unemployment rate is greater than 25%, while the participation rate is under 70%. By comparison, in Fort Smith, Enterprise and Hay River the unemployment rate is about 10% and the participation rate is as high as 81% in Hay River.

Labour market conditions are weakest among the youth population in the South Slave Region, with an unemployment rate of 25%. For aboriginal persons in the region, the participation rate was 64.3% and the unemployment rate 21.9% at the time of the survey.

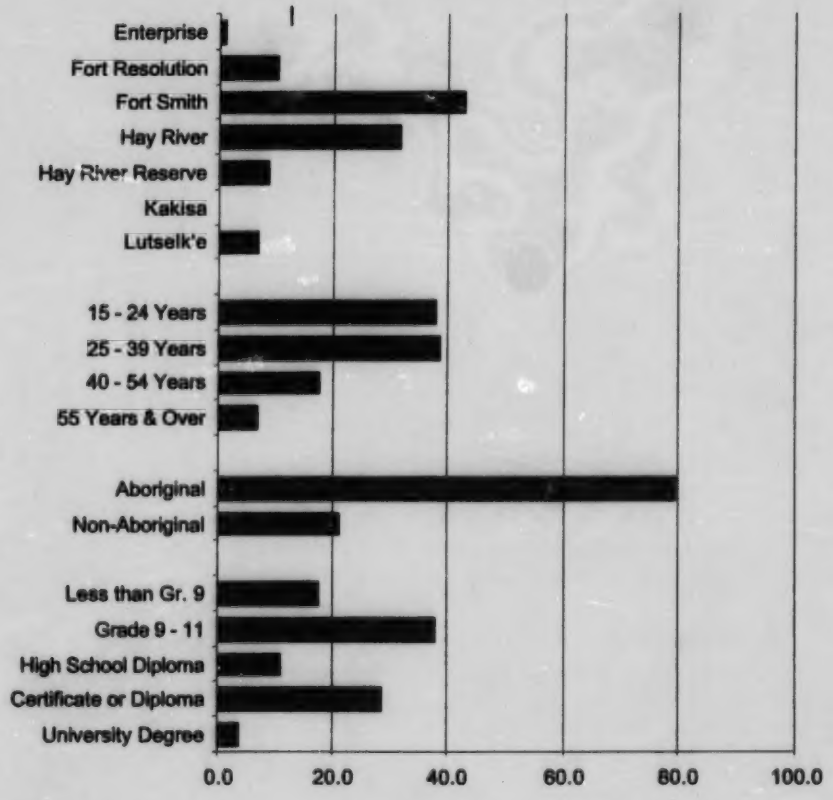
Education is a key indicator of labour market success in the region. The participation rate for those persons with a high school diploma or a post secondary degree or diploma is above 80% while the unemployment rate is about 7%. The unemployment rate for those persons with less than high school in the South Slave Region stands at 35.6% for those with less than Grade 9 and 25.8% for those with some high school.

1.2. Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 852 persons in the South Slave Region not working and wanting a job (Table 2). About 74% of this potential labour supply in the region reside in Fort Smith or Hay River. About 54% of the potential labour supply is male, while 76% are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics South Slave Region, Winter 1999



Some 79% of the potential labour supply are aboriginal persons. Education levels of persons in the South Slave Region in the potential labour supply indicate that about 55% have completed less than high school as their highest level of schooling.

Table 2
Potential Labour Supply, by Selected Characteristics
South Slave Area, Winter 1999

	All Persons	%	Males	%	Females	%
South Slave Area	852	100.0	461	100.0	391	100.0
Enterprise	7	0.8	5	1.1	2	0.5
Fort Resolution	85	10.0	51	11.1	34	8.7
Fort Smith	363	42.6	175	38.0	188	48.1
Hay River	266	31.2	145	31.5	121	30.9
Hay River Reserve	73	8.6	43	9.3	30	7.7
Kakisa	4	0.5	3	0.7	1	0.3
Lutselk'e	55	6.5	39	8.5	16	4.1
15 - 24 Years	320	37.6	175	38.0	145	37.1
25 - 39 Years	327	38.4	167	36.2	160	40.9
40 - 54 Years	150	17.6	81	17.6	69	17.6
55 Years & Over	55	6.5	38	8.2	17	4.3
Aboriginal	673	79.0	379	82.2	294	75.2
Non-Aboriginal	179	21.0	82	17.8	97	24.8
Less than Gr. 9	149	17.5	76	16.5	73	18.7
Grade 9 - 11	321	37.7	183	39.7	138	35.3
High School Diploma	93	10.9	56	12.1	37	9.5
Certificate or Diploma	240	28.2	129	28.0	110	28.1
University Degree	31	3.6	4	0.9	27	6.9
Not Provided	18	2.1	13	2.8	5	1.3

Table 1
Labour Force Activity, by Selected Characteristics
South Slave Area, Winter 1999

	Pop. 15 & Over	Labour Force	Employed	Unemployed	Partic. Rate	Unemp. Rate	Emp. Rate
South Slave Area	5,500	4,093	3,572	521	74.4	12.7	64.9
Enterprise	68	47	42	5	69.1	10.6	61.8
Fort Resolution	374	223	163	60	59.6	26.9	43.6
Fort Smith	1,921	1,385	1,212	173	72.1	12.5	63.1
Hay River	2,665	2,156	1,957	199	80.9	9.2	73.4
Hay River Reserve	200	109	73	36	54.5	33.0	36.5
Kakisa	28	12	9	3	42.9	25.0	32.1
Lutselk'e	244	162	116	46	66.4	28.4	47.5
15 - 24 Years	1,147	723	543	180	63.0	24.9	47.3
25 - 39 Years	1,895	1,602	1,400	202	84.5	12.6	73.9
40 - 54 Years	1,481	1,336	1,236	100	90.2	7.5	83.5
55 Years & Over	977	431	393	38	44.1	8.8	40.2
Aboriginal	2,864	1,842	1,438	404	64.3	21.9	50.2
Non-Aboriginal	2,636	2,249	2,133	116	85.3	5.2	80.9
Less than Gr. 9	646	216	139	77	33.4	35.6	21.5
Grade 9 - 11	1,115	743	551	192	66.6	25.8	49.4
High School Diploma	922	710	659	51	77.0	7.2	71.5
Certificate or Diploma	2,115	1,823	1,675	148	86.2	8.1	79.2
University Degree	606	544	511	33	89.8	6.1	84.3
Not Provided	96	57	37	20	59.4	35.1	38.5

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 1997/98/99 NONRENEWABLE RESOURCE RELATED TRAINING IN SOUTH SLAVE COMMUNITIES

97/98	Mine Trades Access Program	Fort Smith			14	Aurora College	Base funded
97/98	Heavy Equipment Operator Class 3	Fort Resolution			10	Aurora College	Labour Market Initiative
97/98	Pre-Trades Math & Science	Fort Resolution			10	Aurora College	Labour Market Initiative
98/99	Women in Trades & Technology	Fort Smith		80 days	14	Aurora College	Labour Market Initiative
98/99	Pre-Employment Cooking	Fort Smith	Sept-May	150 days	15	Aurora College	Labour Market Initiative
99/00	Welding – Year 1	Fort Smith	Aug - Dec	82	10	Aurora College	Labour Market Initiative
99/00	Pre-Employment Cooking	Fort Smith	Sep - Apr	140	20	Aurora College	Labour Market Initiative/ Mine Training Initiative

1.6 2000/2001 NONRENEWABLE RESOURCE RELATED TRAINING IN THE NORTHWEST TERRITORIES

00/01	Ekati Adult Educator	BHP Ekati Mine	Sep - June			Aurora College	Labour Market Initiative BHP
00/01	Jewellery & Metalwork Program	Inuvik	Sep - May	175 days	10	Aurora College	Labour Market Initiative
00/01	Welding	Fort Smith	Aug 15- Dec 15	85 days	10	Aurora College	Labour Market Initiative
00/01	Pre-Employment Cooking	Fort Smith	Aug 17- Dec 15	83 days	8	Aurora College	Labour Market Initiative Mine Training Initiative
00/01	Trades Access	Hay River	Sep - June	180 days	10	Aurora College	Labour Market Initiative
00/01	Kitchen Helper	Fort Liard	May 17- June 14	20 days	8 P/T	Aurora College	Labour Market Initiative
00/01	Jewellery & Metalwork Program	Rae-Edzo	Sep 5 – June 18	140 days	9	Aurora College	Labour Market Initiative
00/01	Mine Trades Access Program	Aklavik Fort McPherson Tuktoyaktuk	Sep - May	360	24	Aurora College	Mine Training Initiative
00/01	Heavy Equipment Operator	Fort Good Hope Tulita	Sep - May	130 days	24	Aurora College	Mine Training Initiative
00/01	Diavik Welding	Fort Smith	Jan 11- May 11	85 days	10	Aurora College	Mine Training Initiative

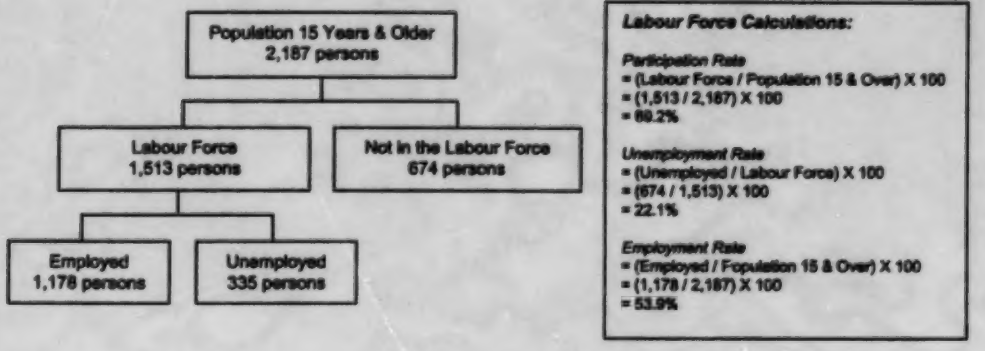
00/01	HEO 4-wk Class 3)	Fort Smith/ BHP	Jan 16-Feb 13	25 days	5	Aurora College	Mine Training Initiative
00/01	Safety Courses	South Slave communities	Sep - Dec	30 days	20	Aurora College	Mine Training Initiative
00/01	Mine Trades Access Program	Yellowknife	Oct 16-Mar 16	100 days	12	Aurora College	Mine Training Initiative
00/01	Camp Cooking	Yellowknife	Sep 5-Dec 1	60 days	12	Aurora College	Mine Training Initiative
00/01	Pre-Employment Diamond Certificate	Yellowknife		80 days	20	Aurora College/ HRD	Base funded
00/01-01/02	Diamond Cutter & Polisher TOJ	Yellowknife		24 months	19	Arslanian Cutting Works (NWT) Ltd	ECE Occupational Training on the Job Program
00/01-04/05	Diamond Cutter & Polisher TOJ	Yellowknife		60 months	44	Deton'Cho Diamonds Inc	ECE Occupational Training on the Job Program

Appendix "B"
The Deh Cho Region

1.1 Overall Labour Market Conditions

Overall, there are some 2,187 persons 15 years of age and older living in the Deh Cho Region communities. Some 1,178 persons are employed and an additional 335 persons are unemployed (Table 1). This results in an overall participation rate for the region of 69.2%, with an unemployment rate of 22.1%. The employment to population rate is 53.9%.

Figure 1 Labour Market Conditions
Deh Cho Region, Winter 1999



Labour market conditions are vary within the region with Fort Liard, Fort Simpson and Jean Marie River having unemployment rates below 20%. This compares with Trout Lake and Wrigley where the unemployment rate is 44%.

Labour market conditions are weak among the youth population in the Deh Cho Region, with an unemployment rate of 28%. For aboriginal persons in the region, the participation rate was 63.5% and the unemployment rate 28.2% at the time of the survey.

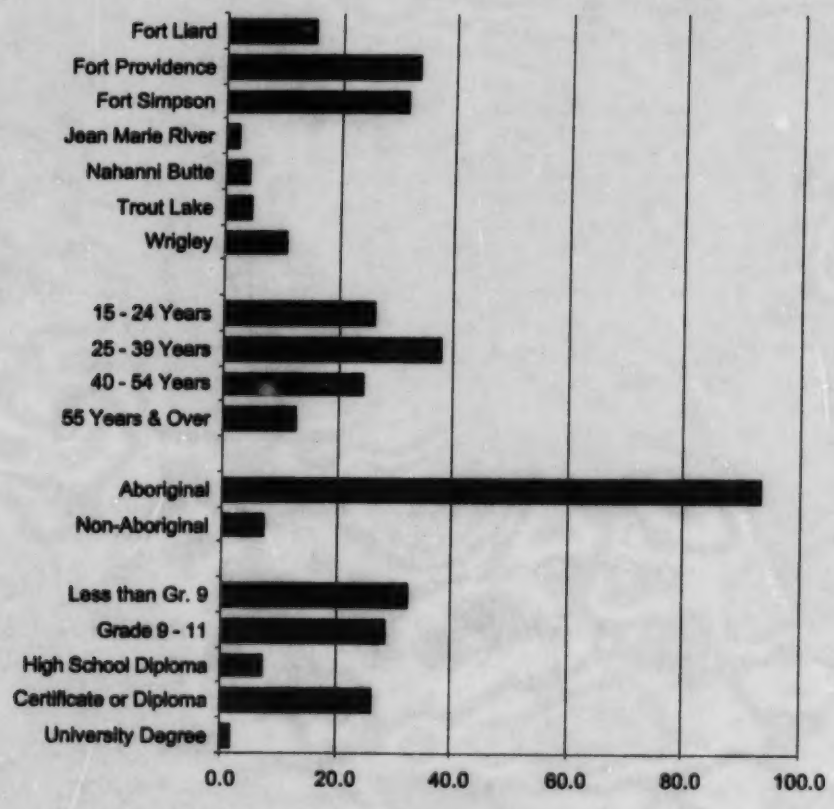
Like all other regions, education is a key indicator of labour market success. The participation rate for those persons with a high school diploma or a post secondary degree or diploma is over 80%. The unemployment rate for those persons with less than high school in the Deh Cho Region stands at 36.9% for those with less than Grade 9 and 24.8% for those with some high school.

1.2 Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 524 persons in the Deh Cho Region not working and wanting a job (Table 2). Some 65% of the potential labour supply resides in Fort Providence and Fort Simpson. About 56% of the potential labour supply is male, while 64% are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics Deh Cho Region, Winter 1999



Some 93% of the potential labour supply are aboriginal persons. Education levels of persons in the Deh Cho Region in the potential labour supply indicate that about 61% have completed less than high school as their highest level of schooling

Table 1
Labour Force Activity, by Selected Characteristics
Deh Cho Area, Winter 1999

	Pop. 15 & Over	Labour Force	Emp-loyed	Unemp-loyed	Partic. Rate	Unemp. Rate	Emp. Rate
Deh Cho Area	2,187	1,513	1,178	335	69.2	22.1	53.9
Fort Liard	357	247	200	47	69.2	19.0	56.0
Fort Providence	611	381	284	97	62.4	25.5	46.5
Fort Simpson	908	656	548	108	72.2	16.5	60.4
Jean Marie River	59	37	31	6	62.7	16.2	52.5
Nahanni Butte	69	52	37	15	75.4	28.8	53.6
Trout Lake	58	50	28	22	86.2	44.0	48.3
Wrigley	125	91	51	40	72.8	44.0	40.8
15 - 24 Years	413	229	164	65	55.4	28.4	39.7
25 - 39 Years	854	704	569	135	82.4	19.2	66.6
40 - 54 Years	529	458	365	93	86.6	20.3	69.0
55 Years & Over	392	123	81	42	31.4	34.1	20.7
Aboriginal	1,704	1,082	777	305	63.5	28.2	45.6
Non-Aboriginal	483	431	401	30	89.2	7.0	83.0
Less than Gr. 9	614	282	178	104	45.9	36.9	29.0
Grade 9 - 11	470	319	240	79	67.9	24.8	51.1
High School Diploma	209	160	138	22	76.6	13.8	66.0
Certificate or Diploma	645	555	451	104	86.0	18.7	69.9
University Degree	148	139	131	8	93.9	5.8	88.5
Not Provided	102	59	41	18	57.8	30.5	40.2

Table 2
Potential Labour Supply, by Selected Characteristics
Deh Cho Area, Winter 1999

	All Persons	%	Males	%	Females	%
Deh Cho Area	524	100.0	293	100.0	231	100.0
Fort Liard	79	15.1	42	14.3	37	16.0
Fort Providence	175	33.4	104	35.5	72	31.2
Fort Simpson	164	31.3	77	26.3	87	37.7
Jean Marie River	10	1.9	6	2.0	4	1.7
Nahanni Butte	20	3.8	15	5.1	5	2.2
Trout Lake	22	4.2	18	6.1	4	1.7
Wrigley	54	10.3	31	10.6	24	10.4
15 - 24 Years	137	26.1	58	19.8	79	34.2
25 - 39 Years	196	37.4	116	39.6	79	34.2
40 - 54 Years	126	24.0	77	26.3	49	21.2
55 Years & Over	64	12.2	42	14.3	22	9.5
Aboriginal	487	92.9	273	93.2	214	92.6
Non-Aboriginal	37	7.1	20	6.8	17	7.4
Less than Gr. 9	169	32.3	113	38.6	56	24.2
Grade 9 - 11	149	28.4	59	20.1	90	39.0
High School Diploma	37	7.1	18	6.1	19	8.2
Certificate or Diploma	137	26.1	81	27.6	56	24.2
University Degree	8	1.5	4	1.4	4	1.7
Not Provided	24	4.6	18	6.1	6	2.6

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 1997/98/99 NONRENEWABLE RESOURCE RELATED TRAINING IN FORT LIARD AND SURROUNDING COMMUNITIES

1997	Heavy Equipment Operations	Fort Liard	Nov 16 - Dec 19	34 days	18	Aurora college	Labour Market Initiatives Funding
1998	Safety Training [1]	Nahanni Butte	Oct 19-22	4 days	26	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Trout Lake	Oct 23-26	4 days	30	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Wrigley	Oct 27-30	4 days	17	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Fort Simpson	Nov 16-19	4 days	20	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Jean Marie River	Nov 19-22	4 days	26	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Fort Providence	Nov 23-26	4 days	38	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Training	Hay River Reserve	Nov 27-30	4 days	35	Aurora College	ECE, through supplementary Oil & Gas Training Funding
1998	Safety Certification & Drill Rig Orientation	Fort Simpson	Nov 16-25	10 days	22	Community Mobilization	HRDC/GNWT
1998	Safety Certification & Drill Rig Orientation	Fort Simpson	Dec 11-21	10 days	12	Community Mobilization	HRDC/GNWT

[1] Aurora College Safety Training included H2S Alive, Emergency 1st Aid, CPR, WHMIS, TDG, and Chainsaw Safety.

1998	Heavy Equipment Operations	Fort Liard	Jan 26-Mar 8	42 days	7	Aurora College	Labour Market Initiatives Funding
1998	Safety Certification & Job Readiness Program [2]	Fort Liard	Aug 17-26	10 days	12	Community Mobilization	HRDC/GNWT
1998	Safety Certification & Job Readiness Camp Management and Catering	Fort Liard	Sept 14-23	10 days	22	Community Mobilization	HRDC & Aurora College
1998	Safety Certification & Job Readiness Camp Management & Catering	Fort Liard	Sept 28 - Oct 11	10 days	17	Community Mobilization	HRDC & Aurora College
1998	Safety Certification & Drill Rig Orientation	Fort Liard	Nov 2-13	10 days	16	Community Mobilization	HRDC/GNWT
1998	Safety Certification & Drill Rig Orientation	Fort Liard	Nov 16-25	10 days	22	Community Mobilization	HRDC/GNWT
1999	Safety Recertification	Fort Liard	Mar 29-Apr 1	4 days	16	Community Mobilization	HRDC/GNWT
1999	Supervisor 1 Program	Fort Liard	May 6-9	4 days	6	Community Mobilization	HRDC/GNWT
1999	Safety Recertification	Fort Liard	July 19-25	7 days	16	Community Mobilization	HRDC/GNWT
1999	Safety Certification & Job Readiness Program	Fort Liard	July 24-Aug 1	9 days	8	Community Mobilization	HRDC/GNWT
1999	Safety Certification & Drill Rig Orientation	Fort Liard	Oct 20-28	10 days	17	Community Mobilization	HRDC/GNWT
1999	Safety Certification & Drill Rig & Seismic Orientation	Hay River Reserve	Nov 25-Dec 5	10 days	20+	Community Mobilization	Hay River Dene Reserve/NWTCM
1999	Safety Certification & Drill Rig & Seismic Orientation	Hay River Reserve	Dec 10-20	10 days	10	Community Mobilization	Hay River Dene Reserve/NWTCM
99/00	Mine Trades Access (Relating to Oil & Gas Industry)	Fort Simpson		60 days	6	Aurora College	Mine Training Project

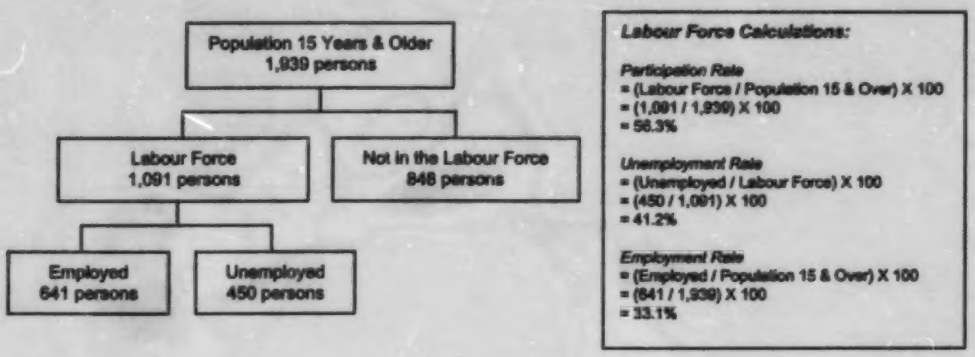
[2] NWT Community Mobilization Safety Training included First Aid & CPR; WHMIS; TDG; Confined Space; H2S Survival; Chainsaw Safety; Seismic & Occupational Health & Safety Program; Alcohol and Drug Awareness; Personal Budgeting; Worker Readiness; Job Orientation.

Appendix "C"
The North Slave Region

1.1 Overall Labour Market Conditions

Overall, there are some 1,939 persons 15 years of age and older living in the North Slave Region communities. Some 641 persons are employed and an additional 450 persons are unemployed (Table 1). This results in an overall participation rate for the region of 56.3%, with an unemployment rate of 41.2%. The employment to population rate is 33.1%.

Figure 1 Labour Market Conditions
North Slave Region, Winter 1999



Labour market conditions are significantly worse within the region compared with any other region in the Northwest Territories. The unemployment is high in all communities with Rae-Edzo being the highest at 46.5%. The participation rate ranges between 55% and 66% in all communities.

Labour market conditions are weakest among the youth population in the North Slave Region, with an unemployment rate of 58%. For aboriginal persons in the region, the participation rate was 52.9% and the unemployment rate 57.6% at the time of the survey.

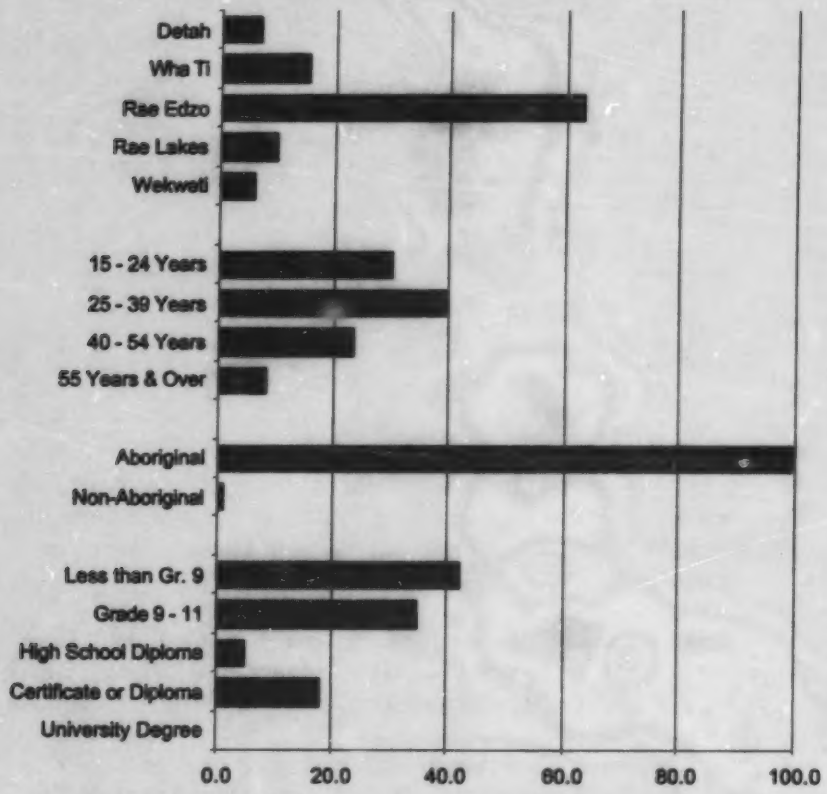
Like all other regions, education is a key indicator of labour market success. The participation rate for those persons with a high school diploma or a post secondary degree or diploma is about 80%. The unemployment rate for those persons with less than high school in the North Slave Region stands at 64.7% for those with less than Grade 9 and 47.2% for those with some high school.

1.2 Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 688 persons in the North Slave Region not working and wanting a job (Table 2). About 63% of this potential labour supply in the region reside in Rae Edzo. About 62% of the potential labour supply is male, while 69% are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics North Slave Region, Winter 1999



Some 99% of the potential labour supply are aboriginal persons. Education levels of persons in the North Slave Region in the potential labour supply indicate that about 76% have completed less than high school as their highest level of schooling.

Table 1
Labour Force Activity, by Selected Characteristics
North Slave Area, Winter 1999

	Pop. 15 & Over	Labour Force	Emp-loyed	Unemp-loyed	Partic. Rate	Unemp. Rate	Emp. Rate
North Slave Area	1,939	1,091	641	450	56.3	41.2	33.1
Detah	152	97	73	24	63.8	24.7	48.0
Rae Edzo	1,177	648	347	301	55.1	46.5	29.5
Rae Lakes	189	103	59	44	54.5	42.7	31.2
Wekweti	111	73	47	26	65.8	35.6	42.3
Wha Ti	310	170	114	56	54.8	32.9	36.8
15 - 24 Years	535	177	75	102	33.1	57.6	14.0
25 - 39 Years	700	542	341	201	77.4	37.1	48.7
40 - 54 Years	350	293	171	122	83.7	41.6	48.9
55 Years & Over	354	78	53	25	22.0	32.1	15.0
Aboriginal	1,744	923	477	446	52.9	48.3	27.4
Non-Aboriginal	195	168	164	4	86.2	2.4	84.1
Less than Gr. 9	663	289	102	187	43.6	64.7	15.4
Grade 9 - 11	626	288	152	136	46.0	47.2	24.3
High School Diploma	134	89	69	20	66.4	22.5	51.5
Certificate or Diploma	392	329	230	99	83.9	30.1	58.7
University Degree	74	69	69		93.2	0.0	93.2
Not Provided	50	26	19	7	52.0	26.9	38.0

Table 2
Potential Labour Supply, by Selected Characteristics
North Slave Area, Winter 1999

	All Persons	%	Males	%	Females	%
North Slave Area	688	100.0	427	100.0	261	100.0
Detah	45	6.5	28	6.6	18	6.9
Wha Ti	104	15.1	61	14.3	43	16.5
Rae Edzo	431	62.6	267	62.5	164	62.8
Rae Lakes	67	9.7	48	11.2	19	7.3
Wekweti	40	5.8	23	5.4	17	6.5
15 - 24 Years	204	29.7	119	27.9	85	32.6
25 - 39 Years	268	39.0	148	34.7	120	46.0
40 - 54 Years	160	23.3	130	30.4	30	11.5
55 Years & Over	56	8.1	30	7.0	26	10.0
Aboriginal	683	99.3	427	100.0	256	98.1
Non-Aboriginal	5	0.7	0	0.0	5	1.9
Less than Gr. 9	289	42.0	189	44.3	100	38.3
Grade 9 - 11	237	34.4	130	30.4	106	40.6
High School Diploma	32	4.7	10	2.3	21	8.0
Certificate or Diploma	122	17.7	90	21.1	32	12.3
University Degree	0	0.0	0	0.0	0	0.0
Not Provided	8	1.2	7	1.6	1	0.4

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 1997/98/99 NONRENEWABLE RESOURCE RELATED TRAINING IN NORTH SLAVE COMMUNITIES

97/98	Mine Trades Access Program	Yellowknife	Oct 14 – Mar 31	100 days	14	Aurora College	Mine Training Initiative
97/98	Geotech Safety/ Life Skills	Diavik Camp	Nov 17 - Dec 5	15 days	15	Aurora College	Mine Training Initiative
97/98	Pre-Employment Cooking	Yellowknife	Sep 2 – May 8	160 days	17	Aurora College	Mine Training Initiative
97/98	Heavy Equipment Operator	Rae Lakes			12	Aurora College	Labour Market Initiative
97/98	Trades Foundation Program	Wha Ti			12	Aurora College	Labour Market Initiative
97/98	Pre-Employment Carpentry	N'dilo				Aurora College	Labour Market Initiative
98/99	Introductory Jewellery and Metalwork	Rae-Edzo	Jan 11 - Apr 23	60 days	11	Aurora College	Labour market Initiative
1999	Diamond Drill Helper	Yellowknife	May 19 - June 1	12 days	14	Aurora College	Mine Training Initiative
1999	Camp Catering Food Services	Yellowknife	Mar 1 – June 29	80 days	12	Aurora College	Mine Training Initiative
98/99	Mine Trades Access Program	Yellowknife	Oct 19 – Mar 19	100 days	15	Aurora College	Mine Training Initiative
98/99	Diamond Cutting & Polishing TOJ	Yellowknife		6 months	10	Sirius Diamonds	ECE Occupational Training on the Job Program

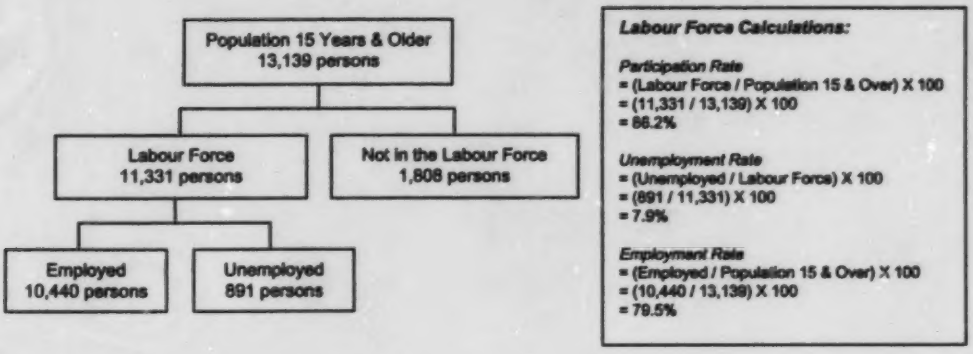
1999	Rock Truck Driver	Rae-Edzo	Apr 6 – June 30	40 days	12	Aurora College	Mine Training Initiative Pelly Construction
1999	Driller/Blaster	Rae-Edzo	Apr 6 – June 30	40 days	5	Aurora College	Mine Training Initiative Pelly Construction
1999	Surveyor's Helper	Rae-Edzo	Apr 6 – June 30	40 days	2	Aurora College	Mine Training Initiative Pelly Construction
98/99	Pre-Employment Diamond Certificate	Yellowknife	Sep - May	160 days	17	Aurora College/ HRD	Labour Market initiative
99/00	Mine Trades Access Program	Yellowknife	Sep - Mar	120 days	15	Aurora College	Mine Training Initiative
99/00	Introductory Jewellery Making – Final Semester	Rae-Edzo	Sep - Dec	60	12	Aurora College	Mine Training Initiative
99/00	Pre-Employment Diamond Certificate	Yellowknife	Feb - May	80 days	17	Aurora College/ HRD	Labour Market Initiative
99/00	Diamond Cutting & Polishing TOJ	Yellowknife		12 months	16	Sirius Diamonds	ECE Occupational Training on the Job Program

Appendix "D"
Yellowknife

1.1 Overall Labour Market Conditions

Overall, there are some 13,139 persons 15 years of age and older living in the Yellowknife. Some 10,440 persons are employed and an additional 891 persons are unemployed (Table 1). This results in an overall participation rate for the region of 86.2%, with an unemployment rate of 7.9%. The employment to population rate is 79.5%.

Figure 1 Labour Market Conditions
Yellowknife Region, Winter 1999



Labour market conditions are the best compared with any other region in the Northwest Territories. Given its large size, however, the 891 unemployed persons in Yellowknife represent about 28% of the territorial total.

Like elsewhere, labour market conditions are weakest among the youth population in Yellowknife, with an unemployment rate of 14%. For aboriginal persons in the city, the participation rate was 71.7% and the unemployment rate 17.5% at the time of the survey.

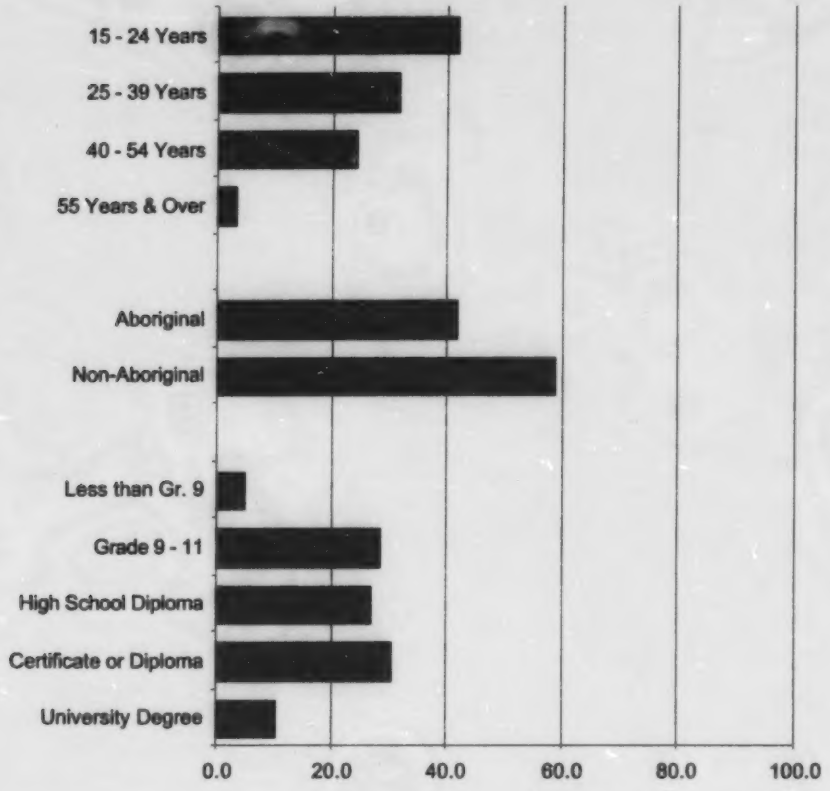
Like all other regions, education is a key indicator of labour market success. The participation rate for those persons with a high school diploma or a post secondary degree or diploma is over 90%. The unemployment rate for those persons with less than high school in the Yellowknife Region stands at 21.5% for those with less than Grade 9 and 13.5% for those with some high school.

1.2 Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 1,296 persons in Yellowknife not working and wanting a job (Table 2). About 46% of the potential labour supply is male, making Yellowknife the only area of the NWT where there are fewer males than females in the potential labour supply. Some 73% of the potential labour supply in Yellowknife are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics Yellowknife Region, Winter 1999



Some 41% of the potential labour supply in Yellowknife are aboriginal persons. Education levels of persons in Yellowknife in the potential labour supply indicate that about 33% have completed less than high school as their highest level of schooling.

Table 1
Labour Force Activity, by Selected Characteristics
Yellowknife Area, Winter 1999

	Pop. 15 & Over	Labour Force	Emp-loyed	Unemp-loyed	Partic. Rate	Unemp. Rate	Emp. Rate
Yellowknife Area	13,139	11,331	10,440	891	86.2	7.9	79.5
15 - 24 Years	2,679	1,801	1,550	251	67.2	13.9	57.9
25 - 39 Years	5,163	4,916	4,601	315	95.2	6.4	89.1
40 - 54 Years	4,212	3,990	3,707	283	94.7	7.1	88.0
55 Years & Over	1,085	623	581	42	57.4	6.7	53.5
Aboriginal	2,449	1,757	1,450	307	71.7	17.5	59.2
Non-Aboriginal	10,690	9,573	8,989	584	89.6	6.1	84.1
Less than Gr. 9	468	219	172	47	46.8	21.5	36.8
Grade 9 - 11	1,949	1,398	1,209	189	71.7	13.5	62.0
High School Diploma	3,626	3,101	2,891	210	85.5	6.8	79.7
Certificate or Diploma	4,376	4,071	3,768	303	93.0	7.4	86.1
University Degree	2,589	2,454	2,334	120	94.8	4.9	90.2
Not Provided	131	87	64	23	66.4	26.4	48.9

Table 2
Potential Labour Supply, by Selected Characteristics
Yellowknife Area, Winter 1999

	All Persons	%	Males	%	Females	%
Yellowknife Area	1,296	100.0	593	100.0	703	100.0
15 - 24 Years	535	41.3	304	51.3	231	32.9
25 - 39 Years	407	31.4	171	28.8	236	33.6
40 - 54 Years	311	24.0	118	19.9	193	27.5
55 Years & Over	42	3.2		0.0	42	6.0
Aboriginal	536	41.4	261	44.0	275	39.1
Non-Aboriginal	760	58.6	332	56.0	428	60.9
Less than Gr. 9	62	4.8	47	7.9	15	2.1
Grade 9 - 11	366	28.2	168	28.3	198	28.2
High School Diploma	345	26.6	154	26.0	191	27.2
Certificate or Diploma	391	30.2	151	25.5	240	34.1
University Degree	132	10.2	73	12.3	59	8.4
Not Provided	0	0.0	0	0.0	0	0.0

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 1997/98/99 NONRENEWABLE RESOURCE RELATED TRAINING IN NORTH SLAVE COMMUNITIES

97/98	Mine Trades Access Program	Yellowknife	Oct 14 – Mar 31	100 days	14	Aurora College	Mine Training Initiative
97/98	Geotech Safety/ Life Skills	Diavik Camp	Nov 17 - Dec 5	15 days	15	Aurora College	Mine Training Initiative
97/98	Pre-Employment Cooking	Yellowknife	Sep 2 – May 8	160 days	17	Aurora College	Mine Training Initiative
97/98	Heavy Equipment Operator	Rae Lakes			12	Aurora College	Labour Market Initiative
97/98	Trades Foundation Program	Wha Ti			12	Aurora College	Labour Market Initiative
97/98	Pre-Employment Carpentry	N'dilo				Aurora College	Labour Market Initiative
98/99	Introductory Jewellery and Metalwork	Rae-Edzo	Jan 11 - Apr 23	60 days	11	Aurora College	Labour market Initiative
1999	Diamond Drill Helper	Yellowknife	May 19 - June 1	12 days	14	Aurora College	Mine Training Initiative
1999	Camp Catering Food Services	Yellowknife	Mar 1 – June 29	80 days	12	Aurora College	Mine Training Initiative
98/99	Mine Trades Access Program	Yellowknife	Oct 19 – Mar 19	100 days	15	Aurora College	Mine Training Initiative
98/99	Diamond Cutting & Polishing TOJ	Yellowknife		6 months	10	Sirius Diamonds	ECE Occupational Training on the Job Program

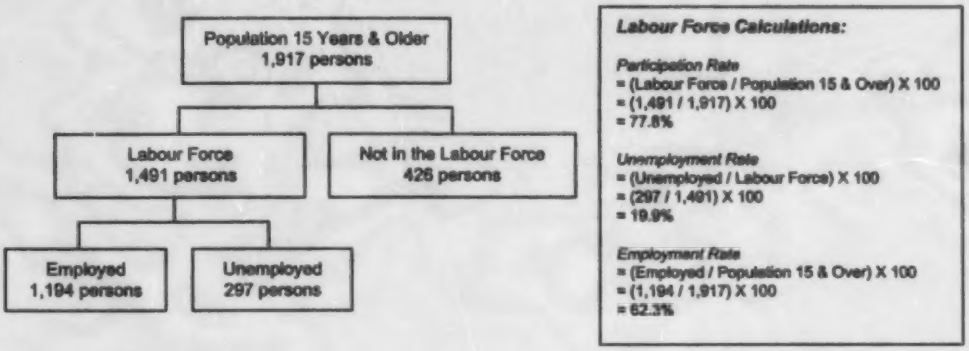
1999	Rock Truck Driver	Rae-Edzo	Apr 6 – June 30	40 days	12	Aurora College	Mine Training Initiative Pelly Construction
1999	Driller/Blaster	Rae-Edzo	Apr 6 – June 30	40 days	5	Aurora College	Mine Training Initiative Pelly Construction
1999	Surveyor's Helper	Rae-Edzo	Apr 6 – June 30	40 days	2	Aurora College	Mine Training Initiative Pelly Construction
98/99	Pre-Employment Diamond Certificate	Yellowknife	Sep - May	160 days	17	Aurora College/ HRD	Labour Market initiative
99/00	Mine Trades Access Program	Yellowknife	Sep - Mar	120 days	15	Aurora College	Mine Training Initiative
99/00	Introductory Jewellery Making – Final Semester	Rae-Edzo	Sep - Dec	60	12	Aurora College	Mine Training Initiative
99/00	Pre-Employment Diamond Certificate	Yellowknife	Feb - May	80 days	17	Aurora College/ HRD	Labour Market Initiative
99/00	Diamond Cutting & Polishing TOJ	Yellowknife		12 months	16	Sirius Diamonds	ECE Occupational Training on the Job Program

Appendix "E"
The Sahtu Region

1.1 Overall Labour Market Conditions

Overall, there are some 1,917 persons 15 years of age and older living in the Sahtu Region communities. Some 1,194 persons are employed and an additional 297 persons are unemployed (Table 1). This results in an overall participation rate for the region of 77.8%, with an unemployment rate of 19.9%. The employment to population rate is 62.3%.

Figure 1 Labour Market Conditions
Sahtu Region, Winter 1999



Labour market conditions are vary within the region with Norman Wells having significantly different labour market measures than the other communities. For example, the unemployment is 7% in Norman Wells, while in the remaining four communities it ranges from 25% to 32%.

Labour market conditions are weakest among the youth population in the Sahtu Region, with an unemployment rate of 44%. For aboriginal persons in the region, the participation rate was 69.9% and the unemployment rate 30.9% at the time of the survey.

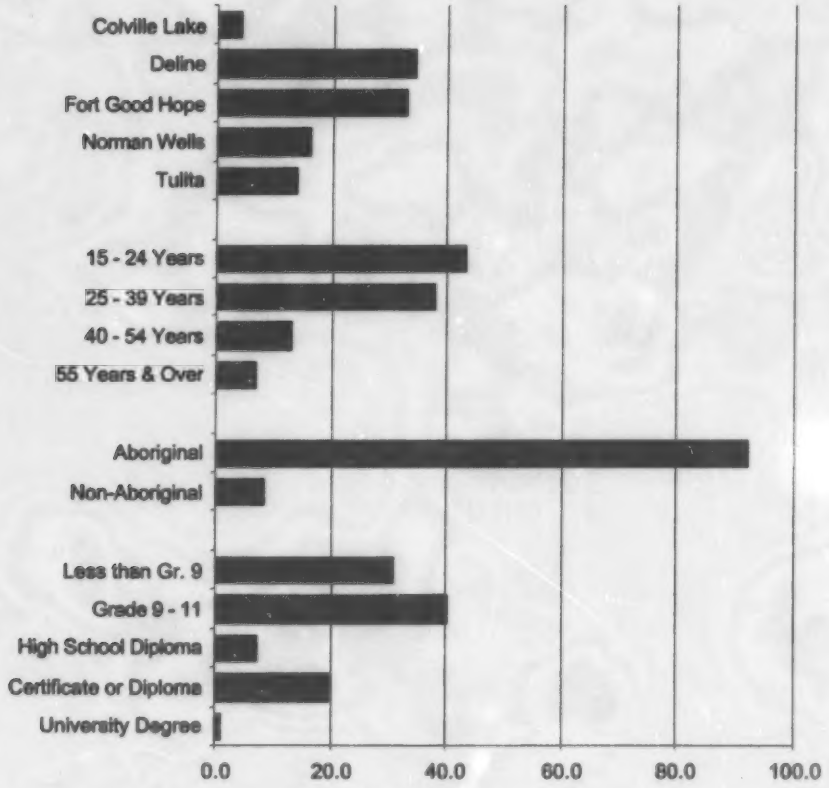
Like all other regions, education is a key indicator of labour market success. The participation rate for those persons with a high school diploma or a post secondary degree or diploma is over 90%. The unemployment rate for those persons with less than high school in the Sahtu Region stands at 45.1% for those with less than Grade 9 and 37.8% for those with some high school.

1.2 Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 461 persons in the Sahtu Region not working and wanting a job (Table 2). The potential labour supply is more evenly distributed amongst communities in the Sahtu, than for most regions, although about 67% of this potential labour supply resides in Deline and Fort Good Hope. About 57% of the potential labour supply is male, while 81% are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics Sahtu Region, Winter 1999



Some 92% of the potential labour supply are aboriginal persons. Education levels of persons in the Sahtu Region in the potential labour supply indicate that about 72% have completed less than high school as their highest level of schooling

Table 1
Labour Force Activity, by Selected Characteristics
Sahtu Area, Winter 1999

	Pop. 15 & Over	Labour Force	Emp-loyed	Unemp-loyed	Partic. Rate	Unemp. Rate	Emp. Rate
Sahtu Area	1,917	1,491	1,194	297	77.8	19.9	62.3
Colville Lake	66	41	29	12	62.1	29.3	43.9
Deline	422	277	189	88	65.6	31.8	44.8
Fort Good Hope	471	345	248	97	73.2	28.1	52.7
Norman Wells	651	589	548	41	90.5	7.0	84.2
Tulita	307	239	180	59	77.9	24.7	58.6
15 - 24 Years	406	262	147	115	64.2	43.9	36.0
25 - 39 Years	802	722	599	123	90.0	17.0	74.7
40 - 54 Years	437	404	362	42	92.4	10.4	82.8
55 Years & Over	270	103	86	17	38.1	16.5	31.9
Aboriginal	1,264	884	611	273	69.9	30.9	48.3
Non-Aboriginal	653	608	584	24	93.1	3.9	89.4
Less than Gr. 9	410	184	101	83	44.9	45.1	24.6
Grade 9 - 11	403	286	178	108	71.0	37.8	44.2
High School Diploma	268	247	225	22	92.2	8.9	84.0
Certificate or Diploma	630	591	520	71	93.8	12.0	82.5
University Degree	144	138	137	1	95.8	0.7	95.1
Not Provided	62	46	34	12	74.2	26.1	54.8

Table 2
Potential Labour Supply, by Selected Characteristics
Sahtu Area, Winter 1999

	All Persons	%	Males	%	Females	%
Sahtu Area	461	100.0	265	100.0	196	100.0
Colville Lake	17	3.7	14	5.3	4	2.0
Deline	157	34.1	99	37.4	58	29.6
Fort Good Hope	150	32.5	79	29.8	71	36.2
Norman Wells	73	15.8	48	18.1	26	13.3
Tulita	63	13.7	26	9.8	37	18.9
15 - 24 Years	198	43.0	110	41.5	88	44.9
25 - 39 Years	173	37.5	96	36.2	77	39.3
40 - 54 Years	56	12.8	35	13.2	24	12.2
55 Years & Over	31	6.7	24	9.1	7	3.6
Aboriginal	423	91.8	249	94.0	174	88.8
Non-Aboriginal	38	8.2	17	6.4	21	10.7
Less than Gr. 9	141	30.6	86	32.5	55	28.1
Grade 9 - 11	184	39.9	91	34.3	92	46.9
High School Diploma	32	6.9	21	7.9	11	5.6
Certificate or Diploma	90	19.5	62	23.4	28	14.3
University Degree	3	0.7	1	0.4	2	1.0
Not Provided	10	2.2	3	1.1	7	3.6

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 1997/98/99 NONRENEWABLE RESOURCE RELATED TRAINING IN SAHTU COMMUNITIES

97-98	Trades Foundation	Norman Wells	Oct 97-Mar 98		7	Aurora College	ECE
1998	Trades & Safety Training	Norman Wells	Feb 98	6 days	10	Aurora College	ECE
1998	Trades & Safety Training	Tulita	Sept 98	4 days	12	Aurora College	Mine Training Initiative
1998	Trades & Safety Training	Colville Lake	Oct 98	2 days	12	Aurora College	Mine Training Initiative
1998	Trades & Safety Training	Deline	Oct 98	5 days	6	Aurora College	Mine Training Initiative
1998	Trades & Safety Training	Fort Good Hope	Oct 98	4 days	23	Aurora College	Mine Training Initiative
1998	Safety Certification & Drill Rig Awareness	Tulita	Oct 5-14	10 days	15	Community Mobilization	Sahtu Secretariat/NWTCM
98-99	Trades Foundation	Norman Wells	Nov 98-Mar 99		4	Aurora College	NSDP
1998	Safety Certification & Seismic Orientation	Fort Good Hope	Dec 3-12	10 days	8	Community Mobilization	SSI/Kasho Gotline District Land Corporation
1998	Trades & Safety Training	Fort McPherson	Dec 98	5 days	17	Aurora College	Mine Training Initiative

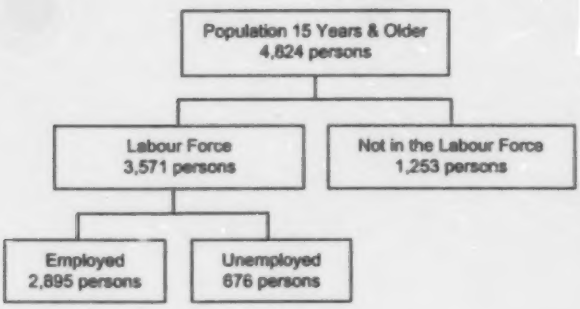
1999	Camp Management & Catering orientation	Fort Good Hope	Jan 18-28	10 days	15	Community Mobilization	NWTCM/Yamori Training Committee & Kasho Gotline District Land Corporation
1999	Trades & Safety Training	Tulita	Feb 99	5 days	18	Aurora College	Mine Training Initiative
1999	Trades Foundation	Deline	Feb - June		10	Aurora College	ECE
1999	Trades & Safety Training	Fort Good Hope	Mar 99	3 days	6	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Fort McPherson	Mar 99	4 days	10	Aurora College	Mine Training Initiative
1999	Safety Certification & Seismic Orientation	Tulita	Nov 3-13	10 days	24	Community mobilization	NWTCM/Beaver Enterprises/GNWT
1999	Safety Certification & Seismic Orientation	Deline	Nov 16-23	8 days	16	Community Mobilization	NWTCM/Deline Land & Financial Corporation/GNWT/BOM
1999	Safety Certification & Seismic Orientation	Fort Good Hope & Colville Lake	Nov 16-19	3.5 days	19	Community Mobilization	NWTCM/Kahsho Got'ine District Land Corporation/BOM
1999	H2S Alive Certification	Tulita, Fort Good Hope, Colville Lake	Nov 23-24	1 day	7	Community Mobilization	NWTCM/Akita Drilling
1999	Drill Rig Orientation	Norman Wells	Nov 24-26	2.5 days	18	Akita Drilling	Akita Drilling/NWTCM/GNWT
99/00	Truck Transportation/ Safety Certificate	Aklavik Tuktoyaktuk Fort McPerson Norman Wells	Sept – Dec 99		20	Aurora College	Mine Training Projects

Appendix "F"
The Mackenzie Delta/Beaufort Sea Region

1.1 Overall Labour Market Conditions

Overall, there are some 4,824 persons 15 years of age and older living in the Mackenzie Delta/Beaufort Sea Region communities. Some 2,895 persons are employed and an additional 676 persons are unemployed (Table 1). This results in an overall participation rate for the region of 74.0%, with an unemployment rate of 18.9%. The employment to population rate is 60.0%.

Figure 1 Labour Market Conditions
Mackenzie Delta/Beaufort Sea Region, Winter 1999



Labour Force Calculations:

Participation Rate
= (Labour Force / Population 15 & Over) X 100
= (3,571 / 4,824) X 100
= 74.0%

Unemployment Rate
= (Unemployed / Labour Force) X 100
= (676 / 3,571) X 100
= 18.9%

Employment Rate
= (Employed / Population 15 & Over) X 100
= (2,895 / 4,824) X 100
= 60.0%

Labour market conditions vary significantly within the region. In Fort McPherson, Paulatuk, Tsiigehtchic and Tuktoyaktuk the unemployment rate is higher than 30%. By comparison, in Inuvik the unemployment rate is 9.8%. Employment rates range from a low of 41.7% in Tsiigehtchic and Tuktoyaktuk to a high of 74.4% of the working age population with a job in Inuvik.

Labour market conditions are weakest among the youth population in the Mackenzie Delta/Beaufort Sea Region, with an unemployment rate of 45%. For aboriginal persons in the region, the participation rate was 67.1% and the unemployment rate 26.5% at the time of the survey.

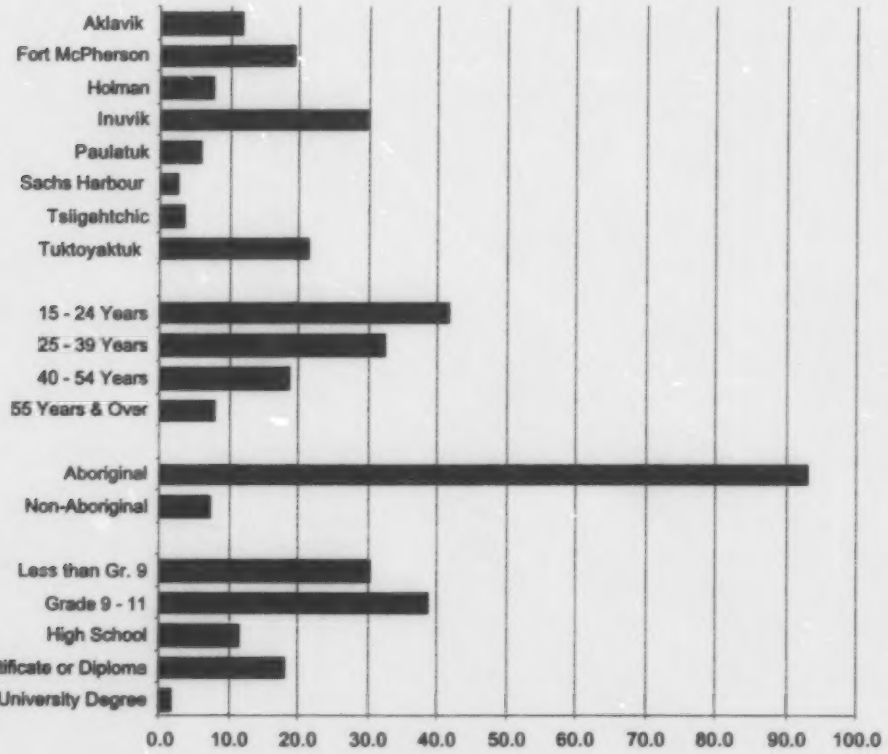
Education is a key indicator of labour market success in the region. The participation rate for those persons with a high school diploma or a post secondary degree or diploma the participation rate is above 90%. The unemployment rate for those persons with less than high school in the Mackenzie Delta/Beaufort Sea Region stands at 38.3% for those with less than Grade 9 and 34.7% for those with some high school.

1.2 Labour Supply

For this analysis, information was tabulated from the 1999 NWT Labour Force Survey on those people not employed at the time of the survey, who indicated that they wanted a job.

There were some 1,040 persons in the Mackenzie Delta/Beaufort Sea Region not working and wanting a job (Table 2). About 70% of this potential labour supply in the region reside in Inuvik, Fort McPherson or Tuktoyaktuk. About 56% of the potential labour supply is male, while about 70% are under the age of 40 years.

Figure 2 Percent Distribution of Potential Labour Supply, by Selected Characteristics Mackenzie Delta/Beaufort Sea Region, Winter 1999



Some 93% of the potential labour supply are aboriginal persons. Education levels of persons in the Mackenzie Delta/Beaufort Sea Region in the potential labour supply indicate that about 68% have completed less than high school as their highest level of schooling.

Table 1
Labour Force Activity, by Selected Characteristics
Beaufort-Delta Area, Winter 1999

	Pop. 15 & Over	Labour Force	Emp-loyed	Unemp-loyed	Partic. Rate	Unemp. Rate	Emp. Rate
Beaufort-Delta Area	4,824	3,571	2,895	676	74.0	18.9	60.0
Aklavik	506	327	217	110	64.6	33.6	42.9
Fort McPherson	628	421	301	120	67.0	28.5	47.9
Holman	310	206	166	40	66.5	19.4	53.5
Inuvik	2,347	1,935	1,746	189	82.4	9.8	74.4
Paulatuk	174	121	83	38	69.5	31.4	47.7
Sachs Horbour	101	79	68	11	78.2	13.9	67.3
Tsiigehtchic	103	63	43	20	61.2	31.7	41.7
Tuktoyaktuk	655	421	273	148	64.3	35.2	41.7
15 - 24 Years	1,051	551	303	248	52.4	45.0	28.8
25 - 39 Years	1,937	1,710	1,477	233	88.3	13.6	76.3
40 - 54 Years	1,151	1,012	872	140	87.9	13.8	75.8
55 Years & Over	685	299	244	55	43.6	18.4	35.6
Aboriginal	3,482	2,335	1,716	619	67.1	26.5	49.3
Non-Aboriginal	1,342	1,238	1,180	58	92.3	4.7	87.9
Less than Gr. 9	990	473	292	181	47.8	38.3	29.5
Grade 9 - 11	1,077	674	440	234	62.6	34.7	40.9
High School Diploma	631	510	447	63	80.8	12.4	70.8
Certificate or Diploma	1,430	1,289	1,135	154	90.1	11.9	79.4
University Degree	568	550	529	21	96.8	3.8	93.1
Not Provided	128	75	53	22	58.6	29.3	41.4

Table 2
Potential Labour Supply, by Selected Characteristics
Beaufort-Delta Area, Winter 1999

	All Persons	%	Males	%	Females	%
Beaufort-Delta Area	1,040	100.0	582	100.0	458	100.0
Aklavik	121	11.6	78	13.4	43	9.4
Fort McPherson	199	19.1	113	19.4	86	18.8
Holman	79	7.6	37	6.4	42	9.2
Inuvik	307	29.5	151	25.9	156	34.1
Paulatuk	58	5.6	30	5.2	28	6.1
Sachs Horbour	24	2.3	17	2.9	7	1.5
Tsiigehtchic	33	3.2	9	1.5	24	5.2
Tuktoyaktuk	219	21.1	146	25.1	73	15.9
15 - 24 Years	432	41.5	255	43.8	177	38.6
25 - 39 Years	334	32.1	158	27.1	176	38.4
40 - 54 Years	192	18.5	116	19.9	76	16.6
55 Years & Over	82	7.9	53	9.1	29	6.3
Aboriginal	966	92.9	556	95.5	410	89.5
Non-Aboriginal	74	7.1	27	4.6	47	10.3
Less than Gr. 9	314	30.2	166	28.5	148	32.3
Grade 9 - 11	399	38.4	206	35.4	194	42.4
High School Diploma	117	11.3	72	12.4	45	9.8
Certificate or Diploma	185	17.8	127	21.8	57	12.4
University Degree	17	1.6	6	1.0	11	2.4
Not Provided	8	0.8	5	0.9	3	0.7

1.3 Past Training

Over the past three years some training initiatives related to the non-renewable resource sector have been undertaken in each of the regions. For the most part, the delivery agent was Aurora College. This section provides a detailed list of recent training initiatives in support of the sector. These training initiatives are identified by year, course, community location, dates of delivery, course length, number of participants, delivery agent, and funding sources.

The current Aurora College non-renewable resources training plan for 2000/2001 can be found in the South Slave Appendix A, as Aurora College headquarters is located in this region.

1.6 ~~1997/98/99~~ NONRENEWABLE RESOURCE RELATED TRAINING IN THE MACKENZIE DELTA/BEAUFORT SEA COMMUNITIES

97-98	MITAP	Inuvik	Oct 97 - Apr 98		10	Aurora College	Mine Training Initiative
1998	Trades Foundation	Aklavik	Feb - June		8	Aurora College	ECE
1998	Trades Foundation	Tuktoyaktuk	Feb - June		8	Aurora College	ECE
1998	Trades & Safety Training	Inuvik	Mar		10	Aurora College	ECE
1998	Trades & Safety Training	Aklavik	Apr		9	Aurora College	ECE
1998	Trades & Safety Training	Tuktoyaktuk	Apr		9	Aurora College	ECE
98-99	MITAP	Inuvik	Oct 98 - Apr 99		8	Aurora College	Mine Training Initiative
1998	Trades & Safety Training	Inuvik	Nov	5 days	30	Aurora College	Mine Training Initiative
1998	Trades & Safety Training	Tuktoyaktuk	Dec	2 days	16	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Tuktoyaktuk	Jan	3 days	12	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Aklavik	Jan	5 days	25	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Inuvik	Feb	5 days	10	Aurora College	Mine Training Initiative

1999	Trades & Safety Training	Paulatuk	Mar	4 days	12	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Paulatuk	Apr	2 days	19	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Aklavik	Apr	5 days	19	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Inuvik	May	1 day	4	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Inuvik	June	1 day	12	Aurora College	Mine Training Initiative
99/00	Truck Transport/ Safety Certificate	Aklavik Tuktoyaktuk	Sep – Dec 99		10	Aurora College	Mine Training Initiative

Appendix "G"
Career Development

Career Development Resources

The following is a brief overview of the Department of Education, Culture and Employment programs and services:

- **Career Development** – Helps clients make knowledgeable career choices through counseling, access to the internet, use of resource library, and access to workshops in resume writing, job search, research techniques, etc.
  The fundamental goal of career development programs and services is to help people become self-directed, self-reliant individuals motivated to make meaningful contributions to their communities.

- **Training On-The-Job (TOJ)** – Assists northern residents to obtain the skills needed for permanent, meaningful employment. Eligible employers are industry, aboriginal organizations, housing authorities and local governments. Businesses must have been in the north for six months, preference will be given to employers who are eligible for the GNWT business incentives registry. Training may be on-site, institutional, or a combination of both for up to two years and must lead to a permanent employment with the employer.

- **Occupational Training on the Job (OTOJ)** –Helps clients acquire transferable job skills and experience with employers in designated occupations.

- **Apprenticeship Training Assistance** – Assists northern businesses ands organizations in employing and training apprentices to become certified journeymen under the NWT Apprenticeship, Trades and Occupations Certification Act, giving preference to aboriginals and women. To increase the participation rate of residents in the apprentice trades of the NWT and to support GNWT decentralization, privatization and community transfer efforts by developing local expertise in the trades. Eligible employers are the same as for TOJ except that GNWT departments are also eligible. Training must follow the designated trade program outline and lead to permanent employment

- **Schools North Apprenticeship Program (SNAP)** – Assists secondary school students to become registered apprentices in one of the designated trades. While working on an employer's job site, students earn secondary school credits through Career and Technology Studies (CTS) as well as 'time credits' toward a Journeyman certification in their chosen trade. Certified Occupational Training (COT) is a similar program for secondary students interested in the occupations.

- **Youth Employment: Providing Opportunities for Students and Youth Program** – Helps people make transitions to employment, wage subsidies are available to employers to help offset costs of hiring students and youth with limited skills. Jobs must be a minimum of six weeks and provide at least 30 hours of work per week. Students and youth can obtain essential skills such as reading, writing, numeracy, oral communication, thinking skills, teamwork, computer use and continuous learning. Eligible employers are private sector, regional and community organizations, and community non-profit organizations.

- **Public Service Career Training Program** – Provides northern residents with meaningful training opportunities for management and officer-level positions in the GNWT while assisting the government in addressing its human resource planning needs. This is an affirmative action program open to all GNWT departments, boards and agencies.

- **Labour Market Development Agreement (LMDA)** – an agreement between the Federal Government (HRDC) and the Territorial Government (ECE) to deliver part II of the Employment Insurance (EI) program. Under this agreement, there are TOJ, Apprenticeship and Self-employment option programs.

  Building Essential Skills (BES) – Provides short-term training and educational opportunities for unemployed workers who need to upgrade their skills in order to find meaningful, long-term employment. The program also assists apprentices and individuals seeking training in designated occupations to obtain the formal instruction required for certification. Eligible participants include people who are receiving or who are eligible to receive Employment Insurance and who could benefit from short term training (1 year or less) to get them back into the workforce.

  Self-Employment Option (SEO) – Provides assistance to unemployed individuals who have chosen to start their own business. The program provides support for coaching and counseling, business plan development, transportation, short-term training and dependent care while establishing a business. It does not provide start-up grants. Eligibility as per the BES program.

  Employment Assistance Services (EAS) – Provides for third party delivery of services to assist unemployed individuals find and keep work. These can include individuals or group counseling, workshops, testing, community employment services, action plan development and special events.

  Local Labour Market Partnerships (LLMP) – Supports effective collaboration among community partners. Labour market partnerships can support initiatives that are intended to create jobs, enhance employment skills or develop strategies for employment development.

  Job Order Services – Provides the service of posting available employment opportunities to help link unemployed workers with employers looking for available labour. Positions are posted locally, on the electronic job bank ad through the internet.

Financial Support Programs

- **Student Financial Assistance (SFA)** – Provide financial assistance to enable NWT residents to complete post-secondary education and prepare for careers in the NWT. Eligible participants are NWT residents who qualify for enrolment in post-

secondary education and meet the criteria set out in the Student Financial Assistance regulations. Eligible institutions are post-secondary education institutions recognized by the Department of Education, Culture and Employment (ECE). Full-time institutional training or education programs of at least 12 weeks duration, leading to certification at post-secondary level.

- **Income Support** – Ensure that those in need are able to obtain the basic necessities required to maintain their heath and dignity, and to regain self-sufficiency as quickly as possible. Eligibility is based on a legislated financial needs test. Income support is available to those who are unable to meet their own needs because of sickness, disability, shortage of work and unforeseen misfortune.

- **Community Skills for Work** - Prepares people on social assistance for long-term employment through training and work experience. This program is sponsored by the Department of Education, Culture and Employment (ECE). Training can take place in a formal classroom setting at local education institutions, on-the-job under appropriate supervision, or a combination of both.

- **Early Childhood Program** – Supports parents and child care providers to ensure a safe, nurturing environment promoting the growth and learning of children. Eligible parents are those with children up to 12 years of age who require child care services in order to meet their work or school responsibilities. Upon referral, it is open to parents with children who could benefit from an Early Childhood program. Based on the need and demand, provides funding for workers in the field to access Early Childhood Education training. Also intended for training institutions to develop and deliver Early Childhood Education programs. Financial assistance is available for start-up funding to offset initial expenses of setting up a facility including funding for renovations necessary to meet fire and health codes. Also includes contributions to improve child care programs and subsidies for parents to enable them to work or go to school.

Community Programs

- **Literacy Strategy** – to improve individual literacy levels and increase the rate of literacy in the NWT. Three public program initiatives: 1. Resources for literacy are provided through the NWT public college system. The college's literacy and adult basic education programs are the foundation of the literacy program. 2. A public awareness program which promotes the value and importance of literacy and education. 3. Support for voluntary and private sector involvement in the literacy strategy. This includes funding for community-based literacy projects and the NWT Literacy Council.

Workshops

- **Career Planning** – a workshop to assist participants in learning key words and career areas that relates to planning your career. Includes activities for the participants to identify their interests, values, and beliefs and to identify their own career paths.

- **Job Search** – a workshop to look at ways to do an effective job search, where to look and what to look for. Matching your skills to the job requirements.
- **Resume Writing** – a workshop to review your education, work experiences, references, etc. Also to look at different resume formats and to choose the one for you.
- **Interview Techniques** – a workshop to prepare the participants how to prepare for an interview and participate in a mock interview.
- **Budgeting** – a workshop to look at what is a budget, use of a budget and how to prepare one.
- **ECE Orientation** – an orientation to the department's programs and services for visitors and new staff.
- **Student Financial Assistance** – an overview of the SFA program, an explanation of what to include in the application process, and what is funding is available. Geared towards students and parents.
- **Apprenticeship** – an explanation of the apprenticeship program and how to get into an apprenticeship program.
- **Career Fair/Shows** – we can assist in organizing a career fair/show in the communities.
- **Proposal Writing** – a workshop to help in the development of an effective proposal.

Other Resources

- Choices 2000
- Career Explorer
- School Finder
- ECE Info CD-ROM
- Trade Textbooks
- College / University Calendars and application
- Career Tracker
- Canada Prospects
- Career Scape
- Trade Entrance Exams
- Pre-Trades Math and Science manuals
- Career Exploration Materials
- Choices & Decisions CD-ROM
- Exam Invigilation
- Realm

1999	Trades & Safety Training	Paulatuk	Mar	4 days	12	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Paulatuk	Apr	2 days	19	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Aklavik	Apr	5 days	19	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Inuvik	May	1 day	4	Aurora College	Mine Training Initiative
1999	Trades & Safety Training	Inuvik	June	1 day	12	Aurora College	Mine Training Initiative
99/00	Truck Transport/ Safety Certificate	Aklavik Tuktoyaktuk	Sep – Dec 99		10	Aurora College	Mine Training Initiative

Appendix "H"
Catalogue of
Short-Duration Training
Courses and Programs

Purpose

The following pages contain information on courses that provide training in support of non-renewable resource development in the Northwest Territories. It is not intended to be an exhaustive catalogue of offerings; rather, it is a starting point for industry and communities to identify potential training courses and delivery agents. The course information has been provided by the following organizations:

- Aurora College
- NWT Community Mobilization
- Northern Lights College
- Petroleum Industry Training Service (PITS)
- Northern Alberta Institute of Technology (NAIT)

Each entry in this catalogue includes:

- Program Name
- Program Description
- Prerequisites/Target Audience
- Program Duration
- Locations of Delivery
- Delivery Agent

If you require more information on any of the programs offered by the institutions in this catalogue, please contact the following:

Aurora College

Kerry Robinson
Manager, Program Development
Aurora College Head Office
Box 1290 Fort Smith, NT XOE OPO
Phone - (867) 872-7014
Fax - (867) 872-5143

NWT Community Mobilization

Gordon Van Tighem
NWT Community Mobilization
5110 49th Street, Yellowknife, NT XIA 1P8
Phone (867) 873-4207
Fax (867) 873-8925

Catalogue of Training Courses/Programs in Support of Non-Renewal Resource Development

Petroleum Industry Training Service (PITS)

Wayne Wetmore
Senior Vice-President, Operations
Petroleum Industry Training Service (PITS)
13, 2115 - 27 Avenue N.E. Calgary, AB
T2E 7E4
Phone (403) 250-0877
Fax (403) 291-9408

Northern Lights College

Eric Sehn
Coordinator, Continuing Education
Northern Lights College, Fort Nelson Campus
Box 860, 5504 Simpson Trail
Fort Nelson, BC.
V0C 1R0
Phone (250) 774- 2741
Fax (250) 774-2750

Northern Alberta Institute of Technology (NAIT)

JoAnn Allen
Program Assistant, Business Development and Applied Research
Contract Training and Continuing Education
11762 - 106th St. Edmonton, AB
T5G 2R1
Phone (780) 471-8675
Fax (780) 471-8993

Catalogue of Training Courses/Programs in Support of Non-Renewal Resource Development

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#	Course or Program	Delivery Agent
1	Heavy Equipment Operator (HEO)	Aurora College
2	Camp Catering	Aurora College
3	Tourism/Hospitality Kitchen Help/Cooking Course	Aurora College
4	Industry Safety Training	Aurora College
5	Women in Trades and Technology	Aurora College
6	Introduction to Global Information Systems (GIS)	Aurora College
7	Cross Cultural Awareness 1	Aurora College
8	Cross Cultural Awareness II	Aurora College
9	Safety Certification and Job Readiness Program	Community Mobilization
10	Safety Certification and Job Readiness Camp Management and Catering	Community Mobilization
11	Safety Certification and Drill Rig Operation	Community Mobilization
12	Safety Re-certification Program	Community Mobilization
13	Supervisor I Program	Community Mobilization
14	Service Rig Leadership and Communication	Petroleum Industry Training Centre
15	The Petroleum Industry in Canada	Petroleum Industry Training Centre
16	Drilling - The First Look	Petroleum Industry Training Centre
17	Introduction to Environmental Considerations in the Petroleum Industry	Petroleum Industry Training Centre
18	Introduction to Gas Processing	Petroleum Industry Training Centre
19	Logging - Finding Oil and Gas	Petroleum Industry Training Centre
20	Chainsaw Safety Training	Petroleum Industry Training Centre
21	Confined Space Safety	Petroleum Industry Training Centre
22	Fall protection for Rig Work	Petroleum Industry Training Centre
23	Fall Rescue for Rig Work	Petroleum Industry Training Centre
24	H2S Alive	Petroleum Industry Training Centre
25	Light Duty Vehicles - Driver Improvement Course	Petroleum Industry Training Centre
26	General Oilfield - Driver Improvement	Petroleum Industry Training Centre
27	Oilfield Haulers Course	Petroleum Industry Training Centre
28	Oilfield Swampers Course	Petroleum Industry Training Centre
29	Environmental land Management	Petroleum Industry Training Centre
30	Introduction to Environmental Consideration in the Petroleum Industry	Petroleum Industry Training Centre
31	Oil and Gas Production Operators Basics	Petroleum Industry Training Centre
32	Pre-Employment Floorhand (Service Rigs)	Petroleum Industry Training Centre

Catalogue of Training Courses/Programs in Support of Non-Renewal Resource Development

33	Pre-Employment Floorhand (Land Drilling Rigs)	Petroleum Industry Training Centre
34	Oilfield Maintenance Worker Program	Northern Lights College
35	First Cook Fundamentals Training	Northern Lights College
36	Gas Field Operator Training	Northern Lights College
37	Confined Space Entry and Retrieval - Level II	Northern Lights College
38	Management Skills for Supervisors	Northern Lights College
39	Transportation of Dangerous Goods – Instructor Certification	NAIT
40	WHMIS Train the Trainer	NAIT
41	Survey Calculations I	NAIT
42	Survey Calculations II	NAIT
43	Global Positioning System: GPS For the Layperson	NAIT
44	GIS Land Based Data	NAIT
45	Gasfitting Fundamentals	NAIT
46	Gas II – Code	NAIT
47	Gas III – Gas Controls	NAIT
48	Gas IV – Gas Controls II	NAIT
49	Gas Utility Operator Training	NAIT
50	Rigging & Safety Upgrading	NAIT
51	Plastic Fusion Certification	NAIT
52	Polyethylene Electrofusion	NAIT
53	High Energy Joining	NAIT
54	Introductory Rigging	NAIT
55	Advanced Rigging for Operators-Riggers & Supervisors	NAIT
56	Introductory Welding & Flame Cutting	NAIT
57	Basic Blueprint Reading for Metal Fabricators	NAIT

Catalogue of Training Courses/Programs in Support of Non-Renewal Resource Development

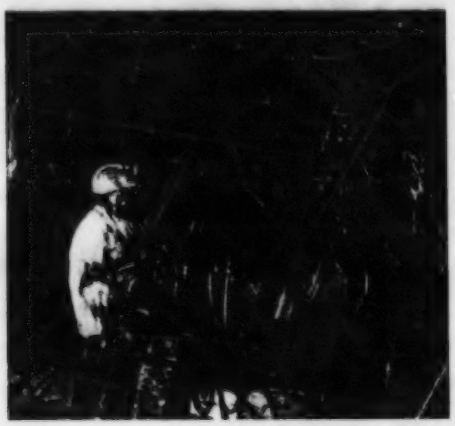
58	Drawing Interpretation for Shop Fabricators	NAIT
59	So You Want To Be A Supervisor?	NAIT
60	Performance Management For Supervisors	NAIT
61	Problem Solving & Decision Making	NAIT
62	Creating Effective Teams	NAIT
63	Millwright Shaft Alignment	NAIT
64	Machinery, Vibration Level I	NAIT
65	Millwright Centrifugal Pump Maintenance	NAIT
66	Millwright Reciprocating Compressor Maintenance	NAIT
67	Laser Coupling Alignment	NAIT
68	Industrial Radiography Examination Level I	NAIT
69	Industrial Radiography Examination Level II	NAIT
70	Materials & Processes for Nondestructive Examination	NAIT
71	Industrial Ultrasonic Examination Level I	NAIT
72	Industrial Ultrasonic Examination Level II	NAIT
73	Industrial Magnetic Particle Examination Level II	NAIT
74	Industrial Liquid Penetrant Examination Level II	NAIT
75	Introduction to Project Management	NAIT
76	Client Service Principles: An Inside-Out-Approach	NAIT
77	Team Building & Facilitative Leadership	NAIT
78	Project Scope Management	NAIT
79	Project Time Management	NAIT
80	Project Management Tools	NAIT
81	Project Cost Management	NAIT
82	Project Communications Management	NAIT

Appendix "I"

Towards a Better Tomorrow: A Non-Renewable Resource Development Strategy For the Northwest Territories - Excerpts

Towards A Better Tomorrow

A Non-Renewable Resource Strategy for the Northwest Territories



Draft

Non-Renewable Resource
Development Strategy for the NWT

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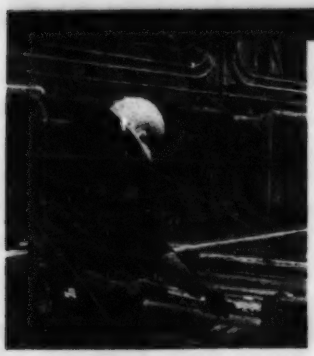

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Executive Summary

The Legislative Assembly of the Northwest Territories has a vision – "a strong, unified and self-reliant Northwest Territories that can take its rightful place in the federation and the international community". And today the Northwest Territories has the opportunity to realize this vision, and to become the first "have" territory in Canada's history.

The prospects for increasing mineral and petroleum development in the NWT are bright. Diamond mining has become an established industry in the north, with one mine in production and seeking to expand, and two more in the final planning and approval stages.

The recent surge in the North American market for natural gas has led to a reawakening of interest in NWT oil and gas reserves. Exploration and infrastructure investments in the Fort Liard area now in excess of $100 million per year and have resulted in four significant discoveries. The major producers holding gas reserves in the Mackenzie Delta are undertaking a feasibility study for commercial development and pipeline transportation of Delta gas reserves. For the first time in 25 years, the possibility of a Mackenzie Valley natural gas pipeline is a hot topic in the boardrooms of the nation.

And the political climate is right for a new wave of resource development in the north. Twenty-five years ago, when Justice Thomas Berger recommended that construction of a Mackenzie Valley gas pipeline be postponed for at least 10 years, NWT Aboriginal groups were adamantly opposed to the construction of a pipeline, and the support of the Government of the day for the project bitterly divided northerners. But today there is a new consensus emerging in the NWT that non-renewable resource development can be a positive force, and Aboriginal leaders from throughout the Mackenzie Valley are united in their determination to maximize Aboriginal ownership of, and benefits from, a Mackenzie Valley pipeline.

If two new diamond mines and a Mackenzie Valley pipeline become a reality, billions of dollars in resource royalties and tax revenues will be generated. Based on estimated Mackenzie Delta natural gas reserves, as much as $70 billion could flow to Canada from resource royalties and taxes. But under current fiscal arrangements, NWT governments will realize very little direct financial benefit.

The NWT faces major challenges before its residents can hope to reap maximum benefit from big resource development projects, including:

- **Regional disparities**: the NWT lacks the infrastructure advantages of southern Canada, lessening our competitive advantage in attracting resource developers.
- **Skills and training**: The NWT Aboriginal population has levels of educational achievement significantly lower than national averages. Resource development jobs won't help to address the high unemployment rates in our Aboriginal communities if residents aren't equipped to take advantage of the opportunities.
- **Regulatory regime**: Developers have told us they find the current regulatory regime cumbersome and unresponsive, and are worried by uncertainty surrounding changes that may be put in place when regulatory authority is devolved to northern governments.
- **Undeveloped private sector**: In many cases, the NWT private sector, including Aboriginal development corporations, does not yet have the experience or resources to meet the needs that will be created by large-scale infrastructure development projects.

We can meet these challenges, in partnership with Canada and Aboriginal governments. But to do so will require strategic investments – investments which will enable the GNWT and its Aboriginal partners to create an environment that attracts industry, to manage development effectively, and to maximize the benefits of resource development not just for northerners, but for all Canadians.

The GNWT has not hesitated to act, in spite of our constrained fiscal environment. For example, our $12 million investment in the diamond industry has led to the creation of over 100 permanent jobs in Yellowknife and spin-off business and tourism opportunities.

But the GNWT does not have the fiscal flexibility to make all the necessary investments. The draft report of the multi-party NWT Economic Strategy Panel convened by the Minister of Resources, Wildlife and Economic Development notes that, "While GNWT and Aboriginal governments are ready to participate in a major non-renewable resource development, they are handicapped by a lack of capital ...(The GNWT) has no money to invest in resource development or preparations for resource development."

The Non-Renewable Development Strategy outlines 19 specific actions designed to position the NWT and Canada to benefit from NWT resource potential, and to promote economic self-sufficiency for the NWT while contributing to the wealth of Canada. The Strategy is based on four principles:

- Partnership – with Canada, Aboriginal Governments and industry
- Sustainable development
- Economic diversification, and
- Fiscal sustainability

It is not only NWT residents who will benefit. Increased development activity will result in increased revenue flows to Canada, through royalties and taxes. Large-scale resource development will create numerous opportunities for business and industry across Canada, including provision of pipe and other supplies, support services and employment. A recent Conference Board of Canada report on potential development in the Slave Geologic Province estimated that 35% of GDP impacts, and 75% of employment impacts, would occur outside the NWT – primarily in British Columbia, Alberta, Ontario and Quebec. Tapping new Canadian natural gas sources will increase our nation's security of supply, and support both national and international efforts to reduce greenhouse gas emissions by enabling U.S. and Canadian jurisdictions to replace coal and diesel-fired power sources with natural gas.

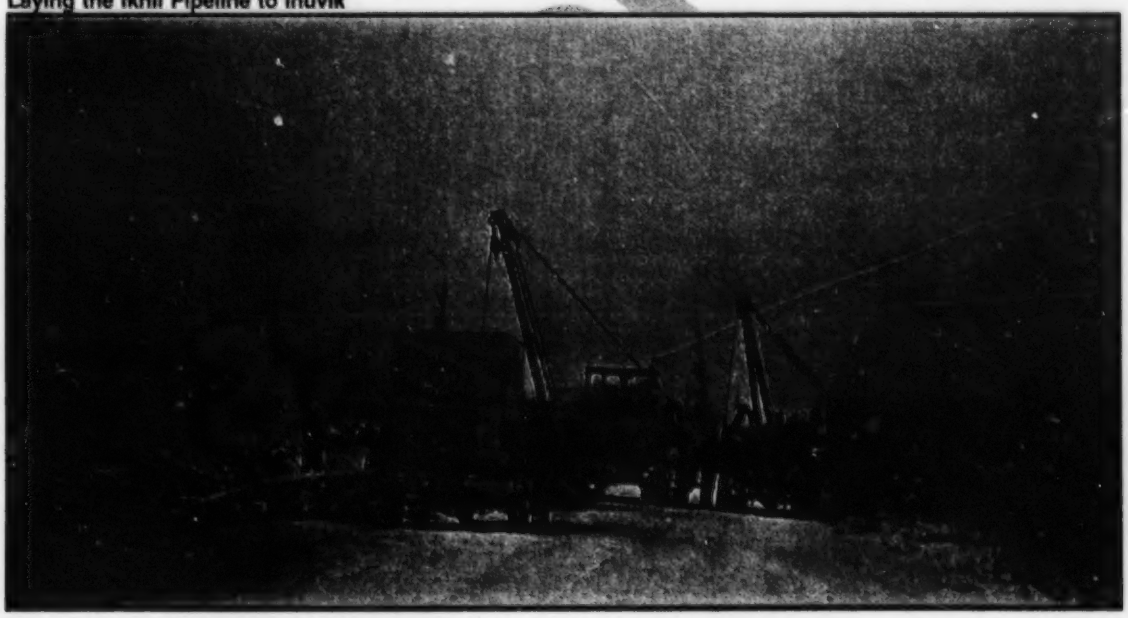
Through a combination of investments in much-needed infrastructure, in our human resources, in our business sector, and in support to industry, we will:

- position NWT residents and businesses to benefit from development,
- promote equity participation by Aboriginal organizations and governments in resource development projects,
- provide Canada with the opportunity to benefit from increased resource royalties and tax revenues,
- provide business and industry throughout Canada with enhanced opportunities, and
- establish a sound GNWT financial position which will enhance and support implementation of self-government initiatives.

The Strategy assumes that within four years it should be feasible for Canada, the GNWT and Aboriginal Governments to negotiate the devolution of land and water management and a resource royalty sharing agreement. Accordingly, the Strategy outlines our proposed actions, and required investments, for a four-year period.

Draft

Laying the Ikhil Pipeline to Inuvik



CREATING THE RIGHT ENVIRONMENT

Strategy #5:

Develop a skilled, available workforce that industry can draw upon.

Current status:

Non-renewable resource development provides a range of employment and training opportunities for northerners seeking work in this sector. Many jobs, however, require technical and academic skills that the NWT work force is yet to acquire. Unemployment rates ranging from 10% in larger communities to 40% in communities along the Mackenzie Valley are a partial reflection of the "skills gap". Educational and training programs are key to narrowing the margins.

Young people are particularly challenged in finding, getting and keeping jobs. Overall, the youth unemployment rate is more than double that of the adult population – 26% vs. 11%. There are clear differences between the labour market experiences of Aboriginal and non-Aboriginal youth. Where non-Aboriginal youth have an unemployment rate of 13%, the Aboriginal youth rate is 40%. Overall, the unemployment rate for Aboriginal residents is 27%, compared with 6% for non-Aboriginals.

With nearly 5,000 jobless northerners, immediate and future actions must be concentrated on building labour force skills.

There are three key challenges to labour force development in the NWT:

- Basic education levels must be improved
- More northerners must be trained in professional/technical occupations
- More jobs must be created in smaller communities.

While there are interventions addressing these issues, resources are not sufficient to enable northerners to take full advantage of opportunities. Incremental support is needed.

The following is a summary of current activities:

Mining: Current programs include academic readiness and workplace orientation programs, pre-employment skill training, apprenticeship programs, heavy equipment programs, and specialized industry training. Additionally, Aurora College programs train workers for various administrative functions in the industry.

Oil and Gas: Programs include industry driven pre-employment training in safety and the handling of dangerous goods, equipment training, pipeliner/operator training, camp attendant and camp cook training.

Research/strategic documents attached or relied on:

- Summary of Investments in the Mining Industry 1996/97 –1999/00.
- Human Resource Development Proposal for the Oil and Gas Industry in the NWT

Required Actions & Investment:

Mining

Current investments of approximately $1.1 million will continue. Budgets are spread over training for primary and support industries, as well as research and development, standards development, and career development. Secondary (diamond cutting) and tertiary (jewellery making) industries also receive support. Current investments will result in:

- 170 graduates annually from skill and trades related training programs in the primary and support industries
- 20 graduates annually from diamond cutting program
- 15 graduates annually from jewellery making program.

An additional $300,000 will support 18 trainees annually in an enhanced Occupational Training-on-the-Job program.

Oil and Gas

Current investments of $140,000 annually in college-based pre-employment and skill training will continue. As well, $30,000 in training is provided through regional offices to support on-the-job training, and for fiscal 2000/200, the 14th Legislative Assembly is currently considering a base budget adjustment of $500,000. Total numbers of students accessing programs is approximately 100 per year.

Incremental funds are needed to support additional human resource planning, career development promotional activities, industry and career related training and evaluation. Annually $2.42 million will be targeted as follows:

- Human Resource planning $350,000(yrs1-3)$250,000(yr-4)
- Career Development Promotion $45,000
- Industry Specific and Career Oriented Training

Apprenticeship:	$10,000 X 50 apprentices = $500,000
Diploma programs:	$10,000 X 30 students = $300,000
Adult Basic Education:	$5,000 x 40 students = $200,000
Skill training:	$5,000 X 60 students = $300,000
Training-on-the-job:	$16,000 x 25 students = $400,000
Pre-employment:	$5,000 X 20 students = $100,000.

Total number of graduates annually will be 225.

- Evaluation and Support $225,000

The resource sector is expected to generate an additional 1500 -2000 jobs over the next five years. Clearly, additional funding is critical to ensure northerners are positioned to take advantage of these opportunities.

Required Investments

	Year 1	Year 2	Year 3	Year 4	Total
Mining*	$1,400,000	$1,400,000	$1,400,000	$1,400,000	$ 5,600,000
Oil & Gas**	$3,090,000	$3,090,000	$3,090,000	$2,990,000	$12,260,000
Total	**$4,490,000**	**$4,490,000**	**$4,490,000**	**$4,390,000**	**$17,860,000**

Current GNWT investment:

	Prior years	Year 1	Year 2	Year 3	Year 4
Mining	$2,928,350*	$1,100,000	$1,100,000	$1,100,000	$1,100,000
Oil & Gas	$345,000**	$670,000***	$670,000	$670,000	$670,000
Total	**$3,273,350**	**$1,770,000***	**$1,770,000**	**$1,770,000**	**$1,770,000**

- *Based upon 4-year period, 1996-97 to 1999-00: *See Summary of Investments in the Mining Industry 1996/97 –1999/00. (These amounts were incremental to base funded education and training programs.)*
- ** *Based on 4-year period, 1996-97 to 1999-00: see Aurora College approved programs services plans.*
- ****In 2000-2001 base budget additional $500,000+ $170,000 continued funding*

Payback and results

Developing a skilled workforce will contribute to:

- over 500 northerners benefiting from training and employment programs annually
- 600 individuals receiving career development assistance
- projected decrease in unemployment rate of up to 50% in high activity seasons
- a projected decrease of 30% in Income Support expenditures in impacted communities, based upon experience from recent developments.

MAXIMIZING BENEFITS

Strategy #13:

Promote maximum employment of northerners by:

- Compiling and providing detailed, accurate and current labour force information to industry, and maintaining a database of job skills and business potential at the regional and community level.
- Providing career and counselling support services in communities
- Ensuring standards and expectations for industry labour force development plans are clearly articulated.
- Encouraging regional development corporations, aboriginal groups and industry to work with neighbouring regions to recruit northern staff.
- Supporting a flexible, mobile workforce by working with industry and communities to ensure workers in remote communities are able to access employment opportunities by reducing or eliminating transportation barriers.

Current status:

In order to ensure that the NWT population is equipped to take maximum advantage of employment and training opportunities, the GNWT must not only provide programming to close the "skills gap" that will prevent our residents from obtaining employment, but must also take measures to ensure that available workers are matched with existing opportunities. While industry has a responsibility to promote opportunities and seek out northern employees, the GNWT also has a role to play in addressing the unique challenges posed by a dispersed, inexperienced labour force.

Required Actions & Investment:

Compiling labour force information. Experience in the Diamond industry has shown that there are significant benefits in supporting industry and communities by compiling job skills information. The GNWT currently has a labour market analyst position that can provide some of the information required. However, more resources are required to develop a comprehensive database and maximize the opportunities.

Career Counselling. Career counselling is another area that has proven benefits. Services are currently provided to communities through career centres, however restricted staffing and O&M budgets restrict access to service for remote communities. There is an identified need for three career counselling positions in the regions.

A flexible, mobile workforce. One of the major challenges for northern workers is travel. People in most regions of the NWT have limited options for travelling to work sites that are outside of their home community. Many communities do not have roads or at best have a winter road connection for a few months each year. Some of these same communities do not have scheduled air services and must rely on air charters or other arrangements for outside travel. These conditions combined with the high costs for air travel all present significant barriers to employment for northern workers in the resource sector.

Companies, governments and regional development corporations in the north have undertaken various measures to ensure northerners are able to adapt to these circumstances through such interventions as transportation subsidies, flexible rotation cycles, a broader range of pick up points, on the job training programs etc, Broader employment participation in the resource sector will require an increased emphasis on these key areas.

Year 1	Year 2	Year 3	Year 4	Total
$1,104,000*	$1,104,000	$1,304,000	$1,304,000	$4,816,000

* includes labour market analysis, data base redevelopment and distribution, career counselling staff and O&M

Current GNWT investment:

Prior years	Year 1	Year 2	Year 3	Year 4
$924,000	$729,000	$729,000	$729,000	$729,000

Research/strategic documents attached or relied on:

- NWT Labour Force Development Plan
- 1999 NWT Labour Force Survey

Payback and results:

With the potential for up to 2,000 jobs being created by non-renewable resource development, facilitating northern employment will have significant payback in the form of reduced income support and employment insurance programs. Experience to date has shown a 30% reduction in income support programs in the Fort Liard region, near full employment, as well as # workers employed from other areas, assisted through GNWT-supported transportation programs.

The availability of a community-based labour force database will provide employers with access to worker availability and workers with the opportunity to be identified as available for work. Ongoing labour market analysis will provide current, reliable information.

Incremental career counselling resources will provide increased capacity for outreach to isolated communities serving an additional 600 clients.

Non-Renewable Resource Development Strategy: Financial Summary

Action	Dollars (000's) Year 1	Year 2	Year 3	Year 4	Total
1 *Fast-track devolution of resource management*					
Total Required Investment	1,000	1,000	900	1,000	3,900
GNWT Commitment	400	400	400	400	1,600
Incremental Investment	**600**	**600**	**500**	**600**	**2,300**
2 *Support and facilitate an Intergovernmental Forum*					
Total Required Investment	915	1,158	1,158	1,158	4,389
GNWT Commitment	582	825	825	825	3,057
Incremental Investment	**333**	**333**	**333**	**333**	**1,332**
3 *Clarify Policy Direction & Northern Benefits Expectations*					
Total Required Investment	1,480	1,470	1,420	1,410	5,780
GNWT Commitment	680	670	610	600	2,560
Incremental Investment	**800**	**800**	**810**	**810**	**3,220**
4 *Market & promote NWT resource development*					
Total Required Investment	1,000	1,400	600	600	3,600
GNWT Commitment	250	150	100	100	600
Incremental Investment	**750**	**1,250**	**500**	**500**	**3,000**
5 *Development of a skilled, available workforce*					
Total Required Investment	4,490	4,490	4,490	4,390	17,860
GNWT Commitment	1,770	1,770	1,770	1,770	7,080
Incremental Investment	**2,720**	**2,720**	**2,720**	**2,620**	**10,780**
6 *Incentive programs for mineral exploration*					
Total Required Investment	6,025	6,025	6,025	6,025	24,100
GNWT Commitment	75	75	75	75	300
Incremental Investment	**5,950**	**5,950**	**5,950**	**5,950**	**23,800**
7 *Land Access / Transportation Strategy*					
Total Required Investment	41,000	43,000	43,000	43,000	170,000
GNWT Commitment	15,700	17,400	17,100	17,000	67,200
Incremental Investment	**25,300**	**25,600**	**25,900**	**26,000**	**102,800**
8 *Implement an effective, responsive legislative regime*					
Total Required Investment	-	-	-	-	-
GNWT Commitment	-	-	-	-	-
Incremental Investment	-	-	-	-	-

	Year 1	Year 2	Year 3	Year 4	Total
9 *Mitigate social impacts of development*					
Total Required Investment	1,800	2,400	2,400	1,400	8,000
GNWT Commitment	-	-	-	-	-
Incremental Investment	**1,800**	**2,400**	**2,400**	**1,400**	**8,000**
10 *Biophysical and Socio-economic Monitoring*					
Total Required Investment	3,000	3,000	3,000	3,000	12,000
GNWT Commitment	925	550	550	550	2,575
Incremental Investment	**2,075**	**2,450**	**2,450**	**2,450**	**9,425**
11 *Support planning and designation of NWT Protected Areas*					
Total Required Investment	500	500	700	700	2,400
GNWT Commitment	-	-	-	-	-
Incremental Investment	**500**	**500**	**700**	**700**	**2,400**
12 *Mitigate community services & infrastructure pressures*					
Total Required Investment	1,550	1,800	6,450	7,200	17,000
GNWT Commitment	-	-	-	-	-
Incremental Investment	**1,550**	**1,800**	**6,450**	**7,200**	**17,000**
13 *Promote maximum employment of Northerners*					
Total Required Investment	1,104	1,104	1,304	1,304	4,816
GNWT Commitment	729	729	729	729	2,916
Incremental Investment	**375**	**375**	**575**	**575**	**1,900**
14 *Provide support to small businesses*					
Total Required Investment	12,500	12,500	12,500	12,500	50,000
GNWT Commitment	3,000	3,000	3,000	3,000	12,000
Incremental Investment	**9,500**	**9,500**	**9,500**	**9,500**	**38,000**
15 *Promote secondary, (value-edded), industry*					
Total Required Investment	2,500	2,500	2,500	2,500	10,000
GNWT Commitment	1,000	1,000	1,000	1,000	4,000
Incremental Investment	**1,500**	**1,500**	**1,500**	**1,500**	**6,000**
16 *Leveraging of infrastructure investments through partnerships*					
Total Required Investment	-	100	200	200	500
GNWT Commitment	-	-	-	-	-
Incremental Investment	**-**	**100**	**200**	**200**	**500**

Action	Year 1	Year 2	Year 3	Year 4	Year 5
			Dollars ('000)		
17 *Facilitate equity participation of northerners in development*					
Total Required Investment	200	400	800	800	2,200
GNWT Commitment	-	-	-	-	-
Incremental Investment	**200**	**400**	**800**	**800**	**2,200**
18 *Creation of an Economic Diversification Fund*					
Total Required Investment	500	500	1,000	1,300	3,300
GNWT Commitment	-	-	-	-	-
Incremental Investment	**500**	**500**	**1,000**	**1,300**	**3,300**
19 *Feasibility of Natural Gas conversion for MacKenzie Valley communities*					
Total Required Investment	85	465	65	50	665
GNWT Commitment	25		-	-	25
Incremental Investment	**60**	**465**	**65**	**50**	**640**
Total Required Investment	***79,649***	***83,812***	***88,512***	***88,537***	***340,510***
Total GNWT Commitment	***25,136***	***26,569***	***26,159***	***26,049***	***103,913***
Required Incremental Invesmer	***54,513***	***57,243***	***62,353***	***62,488***	***236,597***